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INDUSTRIAL RELATIONS RESEARCH IN CANADA 1982 AND 1983

LABOUR CANADA — 1982 AND 1983

An inventory, compiled and published by the Economics and Industrial Relations Research Branch, Labour Canada, of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals.

LA RECHERCHE SUR LES RELATIONS INDUSTRIELLES AU CANADA 1982 ET 1983

TRAVAIL CANADA — 1982 ET 1983

Répertoire établi et publié par la Direction de l'économique et de la recherche en relations industrielles de Travail Canada, présentant une liste des travaux de recherche sur les relations industrielles, entrepris par le ministère, d'autres ministères du gouvernement, des maisons d'enseignement et des particuliers.

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FOREWORD

This is the twelfth edition of the Department's report on industrial relations research in Canada. The survey on which the inventory is based was taken in the Spring of 1984, and covers research projects completed or in progress during the calendar years 1982 and 1983. I should like here to thank all the persons who have provided us with the details of their research.

The projects are reported in the language in which they were submitted and editorial changes have been kept to a minimum. Where additional information was required, every effort was made to contact the individual researcher. Projects have been classified into broad groups to make it easier to find and compare research in areas which may be closely related. Also included is a list, as complete as it has been possible to compile, of previously unreported publications resulting from projects reported in past editions of this research inventory. Information was received for some projects which commenced in 1984. The titles of these are noted at the end of the report, and the projects will be included in the next edition of the inventory.

Inquiries about individual projects could most expeditiously be made by addressing them directly to the researcher concerned, and for this reason mailing addresses (and in most cases, telephone numbers) are included in the Index of Researchers.

AVANT-PROPOS

Voici le douzième rapport du Ministère sur la recherche dans le domaine des relations industrielles au Canada. L'enquête sur laquelle se fonde le répertoire a été menée au printemps de 1984 et a porté sur les travaux de recherche terminés ou en cours pendant les années civiles 1982 et 1983. Je tiens à remercier toutes les personnes qui nous ont fourni des détails sur leurs recherches.

Les rapports des travaux sont publiés dans la langue dans laquelle ils ont été présentés et les remaniements aux fins de l'impression ont été réduits au minimum. Là où il nous manquait des renseignements, nous avons fait tout notre possible pour atteindre l'auteur des recherches. Nous avons regroupé les travaux en de grandes catégories pour permettre de trouver et de comparer plus facilement ceux qui sont dans des domaines qui se ressemblent. Nous avons également établi une liste aussi complète que possible de toutes les publications encore non répertoriées et résultant de projets cités dans des rapports précédents. Nous avons été mis au courant de certains projets entrepris en 1984. Ces derniers, dont les titres figurent à la fin du rapport, seront inclus dans la prochaine édition du répertoire.

Pour obtenir rapidement des renseignements sur des travaux particuliers, on voudra bien s'adresser directement aux auteurs dont l'adresse postale et, la plupart du temps, le numéro de téléphone figurent dans le répertoire des chercheurs.

This report was prepared in the Industrial Relations Analysis and Research Division of the Economics and Industrial Relations Research Branch by Nancy Preston, under the direction of Diane Carroll and Garfield Clack.

Le présent rapport a été rédigé par Nancy Preston, de la Division de l'analyse des relations industrielles et de la recherche, à la Direction de l'économique et de la recherche en relations industrielles, sous la direction de Diane Carroll et Garfield Clack.

Mark Mueller
Director-Directeur
Economics and Industrial Relations Research Branch
Direction de l'économique et de la recherche en relations industrielles

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DIRECTORY OF PROJECTS BY CLASSIFICATION
LE RÉPERTOIRE DES PROJETS, PAR CATÉGORIE

A.

WORKERS, UNIONISM AND LABOUR MOVEMENTS
LES TRAVAILLEURS, LE SYNDICALISME ET LES ORGANISATIONS DE TRAVAILLEURS

1. ABSENCE FROM WORK SURVEY D. Lefebvre (Special Surveys Groups, Statistics Canada) and M. Bédard (supervisor, Actuarial Services, Unemployment Insurance Commission)

Objects and Methods: The object of the research is to collect data on absences from work for health related reasons (illness, accident and pregnancy) for periods which equal two or more weeks. A supplementary survey was added to the Labour Force Survey each February from 1977 to 1984. Another survey is planned in 1985.

Source of Finance: Canada Employment and Immigration Commission

Current Status of Project: Statistics Canada has released the data to the C.E.I.C. A paper is being released titled, "Results from the Absence from Work Survey 1978-83" in the Labour Force Survey Research Papers series published by the Economic Characteristics Staff, Labour Force Activity Section, Statistics Canada.

2. THE ADMIRAL PLANT CLOSURE AND RETRAINING Ronald J. Burke (supervisor, Faculty of Administrative Studies, York University) and Richard E. Du Wors (Department of Sociology, Carleton University)

Objects and Methods: The objects of the research were to evaluate retraining programs and to assess the well-being of the unemployed. Interviews and a mail-out questionnaire were used to gather data.

Source of Finance: Ontario Ministry of Labour

Current Status of Project: The research began in 1982 and is completed. Publication of the research results is expected in the form of journal articles.

3. ADULT EDUCATION IN TRADE UNION ORGANIZATIONS: ALBERTA AND QUEBEC Hayden Roberts (Faculty of Extension, University of Alberta)

Objects and Methods: The object of the research was to provide information about the nature and extent of adult education and training in and by labour unions in the two provinces, in relation to dominant social philosophies. A review of current reports and literature, direct contact and interviews with labour leaders, unions and confederation were used.

Source of Finance: Unknown

Current Status of Project: Research began in 1979 and has been completed. It has been published as Chapter 9 of Culture and Adult Education: A Comparative Study of Alberta and Quebec by Hayden Roberts, University of Alberta Press, 1982.

4. LES APPAREILS, LA BUREAUCRATIE ET LES CADRES Arnaud Sales (surveillant) et Lucie Dumais (Département de sociologie, Université de Montréal)

Buts et méthodes: par des enquêtes sur le terrain, de la recherche bibliographique et une réflexion critique sur les théories, en arriver à une tentative de théoriser la dialectique État-Capital en fonction des rapports entre les appareils bureaucratiques, les agents de direction et d'encadrement qui les constituent et la logique des sphères privée et publique.

Source de financement: FCAC

Stade actuel des travaux: commencés en octobre 1983, les travaux en sont à l'étape de correction et d'échanges sur la première ébauche. Ils seront terminés en septembre-octobre 1984 et ils seront publiés dans un article de revue spécialisée.

5. APPROPRIATING WORKERS' KNOWLEDGE: QC CIRCLES AT A GENERAL MOTORS PLANT James Rinehart (Department of Sociology, University of Western Ontario)

Objects and Methods: The object of the research was to investigate the origins, form, and effects of a quality control circle program. Tape-recorded interviews and content analysis of training materials were the research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada Research Funds connected to a Research Leave Fellowship

Current Status of Project: Research began in the Spring of 1982 and has been completed. An article will appear in the Summer 1984 issue of Studies in Political Economy: A Socialist Review.

6. ASPECTS OF PUBLIC EMPLOYEE MILITANCY Gene Swimmer (School of Public Administration, Carleton University)

Objects and Methods: The object of the research is to measure militant attitudes and behaviour of Public Employees. A survey of Public Employees in three jurisdictions provided the research data.

Source of Finance: IRPP

Current Status of Project: The research began in June 1982 and has been completed. It has been published in Conflict or Compromise: Public Sector Industrial Relations in Canada, M. Thompson and G. Swimmer editors, IRPP, 1984.

7. ATIKOKAN, THE CLOSURE OF A MINE G. Baureiss (Department of Sociology, University of Manitoba)

Objects and Methods: The object of the research was to investigate workers' attitudes before the closure of an open-pit iron mine. A self-administered questionnaire was used to gather research data (100 returns, approximately 54 per cent).

Source of Finance: University of Manitoba, Steep Rock Iron Mines Limited

Current Status of Project: The research was initiated in 1978 and has been completed. The production of journal articles is tentatively planned.

8. BIBLIOGRAPHY OF CANADIAN WORKING-CLASS HISTORY TO 1980 G.S. Kealey, D. Vaisey (Department of History, Memorial University of Newfoundland) and Patrick Power (Library, Saint Mary's University)

Objects and Methods: The object is to compile and publish an extended and updated version of The Labour Companion.

Source of Finance: Labour Canada, Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research began in 1980 and titles are presently being compiled. The project will be completed in 1985. A monograph is planned.

9. BRIDGING THE GAPS Colin Aykroyd (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: The object of the project was to produce a partial summary of the proceedings of a conference on Worklife Issues sponsored by the B.C. Worklife Forum in Vancouver in September 1983. Topics covered included quality circles, employee views on participation in worklife schedules and alternative shift scheduling.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research began in December 1983 and it has been completed. It was published in the Labour Research Bulletin, December 1983, Vol. II, No. 12.

10. B.C. WORKLIFE FORUM AND WORKLIFE INNOVATION Pieta Van Dyke (Program Servives Branch, B.C. Ministry of Labour)

Objects and Methods: The object of the research was to summarize the activities of B.C. Worklife Forum which is sponsored by the B.C. Ministry of Labour and Labour Canada. The forum examines job satisfaction, development of participatory management, design of jobs, employment relations and productivity and technological change.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research began in May 1983 and was completed in July 1983. It has been published in the Labour Research Bulletin, July 1983.

11. LES CADRES ET LE TRAVAIL Jean-Marie Toulouse (surveillant) et R. Thériault (École des hautes études commerciales, Montréal)

Buts et méthodes: à partir d'une analyse de données recueillies grâce à des questionnaires distribués par secteur industriel, déterminer jusqu'à quel point il y a un malaise chez les cadres, comment ils réagissent à leur travail et à l'entreprise et comment ils réagissent à l'association et à la syndicalisation.

Source de financement: IBM et l'École des hautes études commerciales

Stade actuel des travaux: Des cadres du secteur privé et du secteur public (alimentation, pâtes et papiers) ont répondu à un questionnaire. L'analyse des résultats conduira à la rédaction d'un volume sur les cadres et leur travail.

12. CANADIAN PRINTERS AND TECHNOLOGICAL CHANGE, 1800-1908 G.S. Kealey (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object is to illustrate the connection between class struggle and technological change in the printing industry. Archival research is the method used.

Source of Finance: None

Current Status of Project: The research began in 1981 and was completed early in 1983. Publication is forthcoming in Craig Heron and Bob Storey, eds. On the Job: The Labour Process in Canada, Montréal: McGill-Queen's University Press.

13. CAUSES OF UNIONIZATION IN CANADIAN BANKS Graham S. Lowe (Department of Sociology, The University of Alberta)

Objects and Methods: The object of the research was to investigate the origins and development of unions in the Canadian banking industry since 1976. The historically low level of unionization coupled with its largely female work force make bank unionization a significant development in Canadian industrial relations. Research methods used include examination of Canada Labour Relations Board data, employee interviews, theoretical literature on collective behaviour, examination of social relationships, etc.

Source of Finance: Original report on which this research is based was funded by a Labour Canada University Research grant

Current Status of Project: The research began in 1978 and several publications have resulted.

1. "Causes of Unionization in Canadian Banks", Relations industrielles, 36 (1981): pp. 865-892;
2. "The Emergence of Collective Action among Canadian Bank Employees: A Sociological Perspective" Proceedings of the Annual Conference of the Canadian Industrial Relations Association, Halifax, May 1981;
3. Bank Unionization in Canada: A Preliminary Analysis (Toronto: University of Toronto, Centre for Industrial Relations, 1980), pp. 124.

14. CHILD LABOUR IN EARLY INDUSTRIAL CANADA: (1871-1911) WORKING CONDITIONS AND FAMILY RESPONSIBILITIES J. Bullen 2-256 Flora Street, (Ottawa, Ontario)

Objects and Methods: This study is to prove that working children made important contributions to the family economy and that these same children were denied normal mobility opportunities because of their economic responsibilities. Government inquiries, reports of federal and provincial departments of Labour, proceedings of trade unions, private papers, and the holdings of Church Archives will be consulted.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: This project started in March 1981 and was completed in September 1983. There are no plans yet to publish the results.

15. COLLECTIVE ACTION IN THE CONCEPTION BAY AREA OF NEWFOUNDLAND, 1830-1845 G.S. Kealey (supervisor) Linda Little (History Department, Memorial University of Newfoundland)

Objects and Project: The object of the research is the completion of a Master's Thesis. Traditional historical research techniques were used.

Source of Finance: Memorial University Graduate Fellowship

Current Status of Project: The research began in 1983 and is nearing completion. Research is expected to be completed in 1984. Publication of articles is anticipated from the research results.

16. DOMINANT IDEOLOGY AND WORKING CLASS CONSCIOUSNESS Dennis Olsen (Department of Sociology, Carleton University)

Objects and Methods: The object of the research is to explore workers attitudes towards elements of dominant ideology in Canada. Interviews of about 90 workers in their homes in Hamilton, Perth and Ottawa (steelworkers, shoeworkers and hospital workers) were held.

Source of Finance: None

Current Status of Project: Research began in June 1980, the exploratory study is completed and a preliminary paper was written. No publication is planned at the moment, however a journal article may be produced in the future.

17. ÉVOLUTION DES POSITIONS SYNDICALES AU QUÉBEC À L'ÉGARD DES CHANGEMENTS TECHNOLOGIQUES Jean-Pierre Roger (surveillant, Université du Québec à Rimouski), François Delorme et Bertrand Tourigny (ministère du Travail, Gouvernement du Québec)

Buts et méthodes: par l'analyse du contenu des documents officiels des centrales syndicales et de certains de leurs syndicats affiliés au Québec, définissant les positions syndicales à l'égard des changements techniques, en arriver à une compréhension de l'évolution des positions syndicales au Québec.

Source de financement: Université du Québec à Rimouski

Stade actuel des travaux: commencés à l'automme 1982, les travaux en sont à l'analyse des documents syndicaux. Ils se termineront à l'automne 1984 et seront publiés dans un article de la revue Relations industrielles de l'Université Laval.

18. FEMALE UNION MEMBERS AND COLLECTIVE AGREEMENT PROVISIONS P. Andiappan (supervisor), T. Semple and K. Nullmeyer (Faculty of Business Administration, University of Windsor)

Objects and Methods: The object of the research is to analyze collective agreement provisions dealing with issues of importance to female union members in Ontario. A self-administered instrument containing questions relating to absence or presence and contents of specific collective agreement provisions was used.

Source of Finance: Self

Current Status of Project: Research began in 1983 and data collection has been completed. The research is expected to be completed by July 1984. Publication of a journal article is planned.

19. FOREIGN INFLUENCE ON U.S. INDUSTRIAL RELATIONS POLICY: CANADA A.A. Blum and M. Thompson (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The object was to determine what impact Canadian and Mexican concerns have had on the U.S. Labour Movement. Union documents and interviews were used.

Source of Finance: U.S. Department of Labor

Current Status of Project: The project started in 1975 and was completed in the Fall of 1978. The report to the funding agency was completed. No further publication is planned.

20. HISTOIRE DU SYNDICALISME AU QUÉBEC (XIXe ET XXe SIÈCLES) Jacques Rouillard (Département d'histoire, Université de Montréal)

Buts et méthodes: tracer une histoire du mouvement syndical au Québec de ses origines à nos jours.

Source de financement: aucune

Stade actuel des travaux: les recherches ont débuté en 1975 et se termineront en 1984. La publication d'un volume est prévue.

21. HISTOIRE SOCIALE DES TRAVAILLEURS DE L'ALUMINIUM À ARVIDA, 1925-1939 José E. Igartua (Département d'histoire, Université du Québec à Montréal)

Buts et méthodes: étudier les origines et le comportement de ces travailleurs au travail, leur comportement démographique et la gestion de la main-d'oeuvre par l'entreprise. L'analyse quantitative des données sur les travailleurs, le dépouillement d'archives et l'histoire orale sont les méthodes utilisées.

Source de financement: CRSH

Stade des travaux: la recherche a débuté en avril 1982; elle est en cours d'analyse et devrait être terminée en 1986. Les résultats seront publiés sous forme d'articles et d'un livre.

22. A HISTORY OF THE WORKING CLASS IN ONTARIO TO 1919 G.S. Kealey (Department of History, Memorial University of Newfoundland)

Objects and Methods: This is traditional historical research, with minor journeys into quantification.

Source of Finance: Ontario Historical Studies Series

Current Status of Project: The project is expected to be completed in 1985. A monograph is planned, which will be published by University of Toronto Press.

23. INTEREST INTERMEDIATION IN CANADA W.D. Coleman and H.J. Jacek (Department of Political Science, McMaster University)

Objects and Methods: The object of the research is to explore the patterns of emergence of economic interest associations and labour unions in Canada, by means of archival research, letters and personal interviews.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The project was initiated in September 1979 and will be completed in 1984. Articles, working papers, and a book are planned for publication.

24. JOB INVOLVEMENT OF THE OLDER WORKER Michael J. MacLean (supervisor) and Margaret L. MacLean (School of Social Work, McGill University)

Objects and Methods: The purpose of this research was to determine the job involvement, attitudes toward retirement and preparation for retirement of a sample of employees 50 years of age and older. A questionnaire study was conducted from a voluntary sample of 282 employees 50 years and older of the civil service of two provinces.

Source of Finance: Labour Canada

Current Status of Project: This project, begun in September 1980, has been completed and a report has been submitted to Labour Canada. Publication of journal articles and a monograph is planned.

25. THE KNIGHTS OF LABOR IN ONTARIO, 1880-1902 G.S. Kealey (Department of History, Memorial University of Newfoundland) and B. Palmer (Department of History, Simon Fraser University)

Objects and Methods: The object of the research is to update and correct the history of the Knights in Ontario. Traditional historical and quantitatie analysis of Knights' locals are used.

Source of Finance: Canada Council research grant

Current Status of Project: The project began in January 1978. A book was completed in January 1980. Manuscript was published by Cambridge University Press in Fall 1982. Title: Dreaming of What Might Be: The Knights of Labor in Ontario, 1880-1902.

26. LABOUR CAN'T GET MORE William Henry Pope (Department of Economics, Ryerson Polytechnical Institute)

Objects and Methods: The object of the research was to show the direct relationship between increasing labour share in national income and increasing unemployment and to show that labour's real income can only increase through reduced inflation, full employment, and extensive profit-sharing. An examination of Statistics Canada data series and of economic relationships were employed.

Source of Finance: None

Current Status of Project: Research began in December 1982 and was completed in January 1983. It has been published in Policy Options, IRPP, March 1983. An extract was published as "Last Word" to Chapter 13 (pp. 297-298) of McConnell/Pope Economics Third Canadian Edition, McGraw-Hill Ryerson, May 1984.

27. LABOUR MOVEMENTS IN CANADA AND THE UNITED STATES: ARE THEY REALLY THAT DIFFERENT? Noah M. Meltz (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to compare the patterns of change in the union density figures in Canada and the United States in total and by industry sector. Research methods include an examination of the data and a discussion of the political, legislative, and enforcement developments in the two countries.

Source of Finance: Industrial Relations Section, MIT

Current Status of Project: Research began in 1982-83 and has been completed. It is to be included in a volume on The Trade Union Movement in the United States, edited by Thomas Kochan and to be published by MIT Press.

27a. LAW OFFICES AND MICRO-TECHNOLOGY IN THE HALIFAX METROPOLITAN AREA Susan Clark (supervisor), M. Dechman, W. Doyle and G. Flemming (The Institute for the Study of Women, Mount Saint Vincent University)

Objects and Methods: The project has been designed to explore the structural and attitudinal consequences for clerical workers of introducing computers and word processors into the office environment. Personal interviews were conducted with lawyers or office managers, and self-administered questionnaires were distributed to all the support staff in the participating firms.

Source of Finance: Nova Scotia Law Foundation

Current Status of Project: Research began in June 1983 and was completed. A brief report has been prepared for the participants. The report is available from the Institute for the Study of Women.

28. THE LONG DISTANCE FEELING: A HISTORY OF THE TELECOMMUNICATIONS WORKERS UNION Elaine Bernard (Continuing Studies, Simon Fraser University)

Objects and Methods: The object of the research was to write a history of the union, company, and industry with emphasis on the issue of technological change. Historical research method including primary and secondary sources and interviews were used.

Source of Finance: Telecommunications Workers Union

Current Status of Project: Research began in 1980 and has been completed. It was published in 1982 in book form.

29. THE MAKING OF INDUSTRIAL CANADA: ECONOMIC DEVELOPMENT, CLASS FORMATION AND THE NATIONAL POLICY 1870-1930 T.D. Traves and P. Craven (Social Sciences Division, York University)

Objects and Methods: This historical monograph surveys the development of the industrial sector with a detailed examination of class formation and the class politics of the National Policy. Original archival research and a critical synthesis of existing literature were the research methods used.

Source of Finance: Secretary of State

Current Status of Project: Research began in 1979 and the monograph is currently being written. The project is expected to be completed in 1985.

30. MALE AND FEMALE LOCAL UNION OFFICERS IN CANADA P. Andiappan (supervisor) and G. Chaison (Faculty of Business Administration, University of Windsor)

Objects and Methods: The object of the research was to analyze the carreer paths of male and female local union officers, and the barriers to women becoming local union officers. Survey methodology was used.

Source of Finance: Labour Canada

Current Status of Project: Research began in 1983 and is expected to be completed in 1985. Publication of a journal article is planned.

31. MORE THAN JUST A UNION: THE STORY OF THE NFFAWU G.B. Inglis (Department of Anthropology, Memorial University of Newfoundland)

Objects and Methods: The objective is to document the development of the Newfoundland Fishermen, Food and Allied Worker's Union. Interviews, documents and archival search were the research methods applied.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The project which began in September 1981 has been completed. A book is planned from the research results.

32. PLANT CLOSURE: THE CASE OF BEACH APPLIANCES J.D. Maxwell (supervisor, Department of Sociology, Queen's University) and Robert D. Hiscott (Department of Sociology, University of Toronto)

Objects and Methods: The object of the research was to assess the effects on the modes of adjustment of employees affected by plant closure. Sampling, interviews and quantitative handling of data were the methods used.

Source of Finance: Ontario Ministry of Labour

Current Status of Project: Research began in 1981 and has been completed. Publication of articles in journals is planned.

33. PROFESSIONAL AND WORK VALUES OF ACCOUNTANTS: A CROSS-CULTURAL STUDY J. Amernic (Faculty of Management Studies, University of Toronto), R.N. Kanungo (Faculty of Management, McGill University) and N. Aranya (Tel Aviv University, Ramat-Aviv, Tel-Aviv)

Objects and Methods: Work values and job related attitudes of Francophone and Anglophone accountants of Québec are compared. A questionnaire survey technique was used to gather data.

Source of Finance: Unknown

Current Status of Project: The project is complete and an article in the International Journal of Accounting Education and Research is forthcoming.

34. PROTECTING PART-TIME WORKERS: DEFINING THE SCOPE OF THE PROBLEM Frank Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: This study proposes a definition of part-time work for the purpose of labour legislation. It assesses both the administrative and direct costs of prorating benefits for part-timers in Canada.

Source of Finance: Commission of Inquiry into Part-time Work

Current status of Project: The research began in August 1982 and was completed in November 1982. The study formed the basis for Chapter 6 of Part-Time Work in Canada, published by the Commission.

35. "RACISM HURTS EVERYONE": THE RESPONSE BY THE OFL TO MINORITY WORKER ISSUES Daiva K. Stasiulis (Department of Sociology and Anthropology, Carleton University)

Objects and Methods: This research analyzes the recent OFL anti-racist campaign in the context of the economic crisis, the growing tide of racist and anti-immigrant sentiment, and an increasingly ethnically heterogeneous labour force in Ontario. Historical, archival and open-ended interviewing were the methods used.

Source of Finance: None

Current Status of Project: Research began in December of 1983, and the interviewing is yet to be done. Research is expected to be completed in the Summer of 1985. Publication of a journal article and a chapter of a book is planned.

36. THE REVIVAL OF BLACK TRADE UNIONISM IN SOUTH AFRICA: THE ROLE OF THE INTERNATIONAL LABOUR MOVEMENT Roger J. Southall (Institute of International Development, University of Ottawa)

Objects and Methods: The objet of the research is to examine the role and utility of international union confederations, International Trade Secretariats and individual unions in assisting the emergence and function of non-racial trade unionism under contemporary apartheid. Documentation and interviews were the research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada and Self

Current Status of Project: Research began in February 1983 and is expected to be completed in 1985. Publication of a book and/or articles is planned.

37. RISE AND FALL OF THE LABOUR PARTY IN ALBERTA Alvin Finkel (Athabasca University)

Objects and Methods: The object of the research was to determine why Alberta, which once seemed a promising place for working-class politics, became the western province in which workers were least organized politically. Archival searches and interviews were the research methods used.

Source of Finance: Athabasca University Research Committee

Current Status of Project: Research began in 1982 and was expected to be completed in March 1984. Publication of research results in a scholarly journal is planned.

38. SOCIAL PSYCHOLOGY OF ABSENTEEISM J.K. Chadwick-Jones (supervisor, Department of Psychology, Saint Mary's University), N. Nicholson (M.R.C. Applied and Social Psychology Research Unit, Sheffield University, England) and C.A. Brown (Department of Behaviour in the Organization, Lancaster University, England)

Objects and Methods: The object of the research was to conduct a large scale study of absences from work in 21 organizations, analyzing absence trends of 6,500 employees. The study draws attention to group norms and trends in absences and concludes that solutions offered by management consultants for the "absentee problem" are illusory. Six different measures of absence from work were applied and compared. Interviews and job-satisfaction questionnaires were also used. Special attention was given to absences in Canadian banks and hospitals.

Source of Finance: Labour Canada, Department of Employment (England) and Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research began in 1980-81 and has been completed. The Social Psychology of Absenteeism was published by Praeger, New York, 1982. This book presents the research results and conclusions.

39. THE SPATIAL BEHAVIOUR, STRUCTURE AND IMPACTS OF LABOUR UNIONS IN CANADA
Jim Simmons (supervisor, Department of Geography, University of Toronto), Stanley V. Psutka (Economic and Industrial Relations Research Branch, Labour Canada)

Objects and Methods: The objective of the research is to assess the relationship between the geographical scale of collective bargaining, the interurban distribution of union members, and union/non-union wage differentials among cities. Research methods include a survey of literature on geographical aspects of industrial relations in Canada and an analysis of data from Labour Canada and Statistics Canada on multi-locational bargaining structure, interurban distribution of union member and union/non-union wage differentials among cities.

Source of Finance: University of Toronto Doctoral Fellowship and Canada Council Doctoral Fellowship

Current Status of Project: Research began in 1979, and the Ph.D. dissertation was completed in 1983. Publication of articles is planned.

40. SQUEEZE PLAY: QUALITY OF WORKING LIFE PROGRAMS AND THE ATTACK ON LABOUR Donald Wells (Department of Political Economy, University of Toronto)

Objects and Methods: The object of the research was to understand the impact of quality of working life programs on job satisfaction, labour militancy and solidarity, and collective bargaining. Interviews, personal observation and material provided by management, unions, workers and government officials were the research sources used.

Source of Finance: Labour Canada

Current Status of Project: Research began in 1982 and has been completed. Publication of a commercial book is planned.

41. STEELWORKER FAMILIES: WORKPLACE, HOUSEHOLD AND COMMUNITY IN HAMILTON, ONTARIO D.W. Livingstone, M. Luxton, W. Seccombe and J. Corman (Department of Sociology, McMaster University)

Objects and Methods: The object of the research is to examine how steelworker families are coping with the current recession both in the paid workplace and the related spheres of the household and community. Demographic analyses and interview surveys were methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in July 1983 and is expected to be completed in the Fall of 1985. Publication of a book and journal articles is planned.

42. STRATEGY AND TACTICS FOR WORKERS IN THE WORKPLACE Donald Wells (Department of Political Economy, University of Toronto)

Objects and Methods: The object of the research was to provide a coherent strategy for workers in the workplace which will enable enhancement of job control and other forms of workers' control. Participant observation and interviews were used.

Source of Finance: Self

Current Status of Project: Research began in 1982 and has been completed. Publication of research results will be in the form of a commercially produced pamphlet.

43. STRESS AND ABSENCE V.V. Baba (Department of Management, Concordia University)

Objects and Methods: The object of the research is to understand the relationship between stress and absence among white collar workers, with theory building in the area of stress. Field survey techniques and statistical analysis were used.

Source of Finance: Partial support by an annêe sabbatique grant from Quèbec Ministry of Intergovernmental Affairs

Current Status of Project: Research began in 1983 and is near completion. The preliminary report is written. The project is expected to be completed in June 1984. Publication of journal articles is planned.

44. STRESS AND ABSENCE V.V. Baba (Department of Management, Concordia University)

Objects and Methods: The objects of the research were: 1) to understand the nature to stress induced absence; 2) to construct a model linking role stressors, work stressors, and nonwork stressors with stress, and stress with absence; 3) to introduce personality and cultural moderators in that linkage; and 4) to test the model empirically among a working population. Questionnaire methodology was used to gather data.

Source of Finance: Quêbec Ministry of Intergovernmental Affairs

Current Status of Project: Research began in 1982 and a preliminary report has been completed. The final manuscript is in preparation. The final report is to be ready by the end of the Summer of 1984. Publication of conference papers and journal articles is planned.

45. SURVEY OF EMPLOYEE ATTITUDES K. Campbell and M. McCarrey (Department of Psychology, University of Ottawa)

Objects and Methods: The objects of the research are to conduct a survey of employee attitudes, opinions, and difficulties and to determine possible corrective measures in each case. The research methods involved a questionnaire with forced choice and an open-ended free response option.

Source of Finance: Unknown

Current Status of Project: The research began in 1983-84 and is expected to be completed by September 1984. There are no plans to publish the research results.

46. LA SYNDICALISATION DANS LE CONTEXTE ÉCONOMIQUE QUÉBÉCOIS Sidney Ingerman (Département d'économie, Université McGill)

Buts et méthodes: analyse de documents et interviews.

Source de financement: aucune

Stade actuel des travaux: commencés en janvier 1983, ces travaux sont maintenant terminés et ils ont été publiés dans *La syndicalisation dans le secteur privé au Québec*, Les Presses de l'Université Laval, 1983.

47. LA SYNDICALISATION DES CADRES: ÉLABORATION ET VÉRIFICATION EMPIRIQUE D'UN MODÈLE R. Haccoun (surveillant) et J. Lorrain (Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières)

Buts et méthodes: déterminer l'influence de quelques variables individuelles et psychologiques (par exemple la satisfaction au travail, les attitudes à l'endroit de l'administration et le syndicalisme) sur l'intention d'un groupe de cadres inférieurs du secteur privé de se syndiquer. Un groupe de 200 cadres a rempli un questionnaire.

Source de financement: aucune

Stade actuel des travaux: la recherche est terminée depuis juin 1982. Les résultats de cette recherche ont servi à des publications.

48. TECHNOLOGIES NOUVELLES, TRAVAIL ET TRAVAILLEURS Jean-Pierre Chartrand (surveillant) Nicole Thivierge et Jacques Saint-Pierre (Département d'histoire, Université d'Ottawa)

Buts et méthodes: analyse d'impact sur les travailleurs de l'introduction de techniques nouvelles dans les industries du papier, des textiles et de l'aluminium au Québec depuis un siècle.

Source de financement: Conseil de la recherche en sciences humaines

Stade actuel des travaux: la recherche a débuté en janvier 1983 et l'achèvement est prévu pour décembre 1986. Une monographie sera publiée.

49. THREE YEARS OF THE NEW USSR CONSTITUTION: THE SOVIET APPROACH TO HUMAN RIGHTS Y. Luryi (Faculty of Law, University of Western Ontario)

Objects and Methods: The object of the research is to examine how certain rights of working people are respected, particularly the right of the existence of independent trade unions and the right to work provided for by the International and Soviet Labour Legislation.

Source of Finance: University of Western Ontario

Current Status of Project: Research began in 1980-81 and is completed. It was published in English and German. The paper was delivered at the Congress in Germany (October 1980). It was also included as a Chapter in Perspectives on Soviet Law for the 1980s, edited by F.J.M. Feldbrugge and William B. Simons, Martinus Nijhoff Publishers, 1982.

50. TRADE UNION ORGANIZATION IN CANADA, 1891-1958 G.S. Kealey and D. Cruikshank (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object is to compile a new and more complete time series on trade union organization in Canada, 1891-1958 by means of archival and newspaper research.

Source of Finance: Historical Atlas of Canada

Current Status of Project: The research began in the Summer of 1981 and data is being compiled. The project was completed in the Summer of 1982. Publication in the Historical Atlas of Canada, Vol. 3 is planned, c. 1986.

51. TRADE UNION RIGHTS Ian H. Stewart (Department of Political Science, Acadia University)

Objects and Methods: The object of the research is to demonstrate the problematic character of trade union rights. Secondary data sources are used.

Source of Finance: Unknown

Current Status of Project: The research is almost completed, it is to be completed in June 1984. The research will be published in a book, Human Rights From A Canadian Perspective.

52. TRADE UNIONS AND INCOMES POLICY: THE SOCIAL CONTRACT AND THE 1974-1979 BRITISH LABOUR GOVERNMENT David Winchester (supervisor, School of Industrial and Business Studies, University of Warwick, England) and Gregor Murray (Faculty of Management, McGill University)

Objects and Methods: The object of the research is to investigate the anatomy of the British trade union policy and wage bargaining response to their participation in voluntary incomes policy with particular emphasis on a sample of six major unions. Extensive empirical investigation including qualitative interviews with key participants such as national and local union officials and activists; the collection and analysis of primary materials, and a survey of secondary literature were used.

Source of Finance: Commonwealth Scholarship

Current Status of Project: Research began in 1979-80 and a final drafting is being done. Research is expected to be completed in 1984-85. Publication of articles and/or a monograph is planned.

53. TRADE UNIONS AND THE STATE: THE EXPERIENCE OF BRITISH TRADE UNIONS IN THE TRIPARTITE AGENCIES OF THE 1970s Gregor Murray and Harry Urwin (Faculty of Management, McGill University)

Objects and Methods: The object of the research is to investigate the British trade union experience in state policy-making and administrative bodies during the 1970s with particular emphasis on the experience of Mr. Urwin, a prominent trade union leader during the period in question. Intensive interviews and examination of relevant primary materials were used.

Source of finance: Social Science Research Council, United Kingdom

Current Status of Project: Research began in 1982 and is expected to be completed in 1985. Publication of a series of articles is planned.

54. LE TRAVAIL À DOMICILE DANS L'INDUSTRIE DU VÊTEMENT AU QUÉBEC Michel Grant (surveillant), Ruth Rose et Pierrette Tétrault (Département des sciences administratives, Université du Québec à Montréal)

Buts et méthodes: à partir d'un questionnaire et d'entrevues semi-directifs, d'une recherche documentaire, de rencontres avec des représentants de syndicats, du patronat et de comités paritaires, évaluer l'ampleur du travail à domicile et mettre en lumière les facteurs qui amènent les employeurs à recourir à ce type de travail. Étudier les motifs qui poussent les femmes à accepter ce travail. Étudier l'impact du travail à domicile sur le mouvement syndical. Dégager des recommandations sur les différents moyens de corriger la situation ou de l'améliorer.

Source de financement: la F.T.Q. - l'Union internationale des ouvriers du vêtement pour dames (FTQ); les Travailleurs amalgamés du vêtement et du textile (FTQ); l'Université du Québec à Montréal

Stade actuel des travaux: complétés en octobre 1983.

55. UNION MEMBERSHIP IN B.C. - 1983 Bruce MacDonald (supervisor), Pieta Van Dyke (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: The research was intended to provide union membership data for B.C. It includes a list of the largest unions, female membership, congress affiliation and industrial distribution. A survey of all union locals and union headquarters in B.C. was conducted.

Source of Finance: B.C. Ministry of Labour, Policy and Research Branch

Current Status of Project: Research has been completed and published in November 1983 in the Labour Research Bulletin of the B.C. Ministry of Labour.

56. THE UNORGANIZED - A RISING FORCE? R.J. Adams (Department of Commerce, McMaster University)

Objects and Methods: The object of the research was a discussion of the development of government policies strengthening the position of individual employees and collective employee representation in the union firms.

Source of Finance: Unknown

Current Status of Project: Research has been published in the Proceedings of the 31st Annual McGill Industrial Relations Conference, 1983.

57. VANCOUVER WORKING LIVES 1886-1986 Allen Seager, Veronica Strong-Boag, Elaine Bernard, Robert MacDonald, and Keith Ralston (Department of History, Simon Fraser University)

Objects and Methods: The object of the research is to produce a centennial history of Vancouver workers. Diverse research methods are used, including pictoral research.

Source of Finance: None

Current Status of Project: Research began in 1983 and is one-third completed. It is to be completed in 1985. Publication of oversized book is planned from the research results.

58. VIDEO DISPLAY TERMINALS AND OFFICE USERS' EYESIGHT: A COMPARATIVE QUANTITATIVE STUDY OF POSSIBLE HAZARDS AND THE APPARENT EFFECTS ON EYESIGHT Betty D. Seldon-MacFarlane (supervisor), Robert T. Collyer and Frederick T. Evers (Department of Secretarial and Administrative Studies, Social Science Centre, University of Western Ontario)

Objects and Methods: The object of the research is to test the hypothesis that optical function is not affected by regular use of Video Display Terminals in a work environment providing user-adjustable chairs, tilt tables and copy holders together with optimum lighting, temperature and noise conditions. Full ophthalmological testing and reassessment of study group A (students using work processing VDT's for the first time), group B (students using typewriters for prolonged periods), and group C (general Social Science students not exposed to keyboards or terminals of any kind). Questionnaires on eyestrain and other physical discomforts to all students in WP course are being used.

Source of Finance: Academic Development Fund, University of Western Ontario

Current Status of Project: Research began in 1983, data collection has been completed; analysis is in progress. Research is expected to be completed in 1984. Publication of a journal is planned.

59. THE WESTERN FEDERATION OF MINERS IN CANADA R.V. Kubicek (History Department, University of British Columbia)

Objects and Methods: The object of the research is the completion of a Ph.D. dissertation on the influence of the American union model in Western Canada, New Zealand and Australia 1895-1914. Standard historical research methods are utilized.

Source of Finance: Social Sciences and Humanities Research Council of Canada Doctoral Fellowship

Current Status of Project: The research began in 1982. It is part way through and is expected to be completed in 1985. No publications arrangements have been made yet.

60. WOMEN, LABOUR AND SOCIALISM IN CANADA, 1890-1920 Linda Kealey (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object of the research is to examine the role of women in labour and socialist organizations in English Canada and the attitudes and practices of these organizations regarding women. Archival research, research in labour and socialist newspapers and oral history (limited) are the methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada Strategic Grant (Women & Work)

Current Status of Project: Research began in 1983. A grant has been received for the period March 84 - March 85. The study is in the first year of a projected 3 year project (1984-86). Research is to be completed in 1986-87. Publication of a monograph is planned.

61. WORKER ATTITUDES IN THE ASBESTOS MANUFACTURING INDUSTRY G. Swimmer and S. Luce (School of Public Administration, Carleton University)

Objects and Methods: The object is to determine worker perceptions of asbestos risks and their attitudes about the trade-offs between income and exposure. Interviews of 120 workers at three asbestos manufacturing work sites in Ontario supplied the data.

Source of Finance: Ontario Royal Commission on Asbestos

Current Status of Project: The project began in May of 1981. The research has been published as "Worker Attitudes About Health and Safety in Three Asbestos Brake Manufacturing Plants", Ontario Royal Commission on Asbestos, 1982.

62. A WORKER'S GUIDE TO SOLVENT HAZARDS Caroline Abrams and Cameron Wright (Waterloo Public Interest Research Group, University of Waterloo)

Objects and Methods: The object of the research is to compile a comprehensible manual which would provide workers with information on solvent hazards and on ways of getting more information and action taken where hazards are identified. The list was mostly compiled from existing health and safety sources.

Source of Finance: Waterloo Public Interest Research Group

Current Status of Project: Research began in June of 1983 and the second draft is being completed. It is to be completed in September 1984. Publication of a small booklet is planned.

63. WORKERS' RESPONSE TO WORKPLACE ORGANIZATION: A STUDY OF THE DIRECT CARE STAFF IN A FACILITY FOR THE DEVELOPMENTALLY HANDICAPPED W. Faunce and W. Ewens (supervisors) and Tullio Caputo (Department of Sociology, University of Manitoba)

Objects and Methods: The object of the research is to examine the impact of workplace organization on alienation and the "quality of working life". In addition, workers' response strategies were examined. Interviews were conducted with the direct care staff of a large facility for the developmentally handicapped.

Source of Finance: The Institution contributed some funds and the facilities of the University were used for data analysis

Current Status of Project: Research began in August 1982 and it has recently been completed. Several articles are planned for appropriate journals.

64. WORKING-CLASS KINGSTON: THE IMPACT OF AN INDUSTRIAL ECONOMY ON WORKING CONDITIONS AND UNION ORGANIZATION DURING THE 1880s G. Tulchinsky (supervisor) and Robert Elliott (Department of History, Queen's University)

Objects and Methods: The object of the research is to produce an M.A. Thesis which examines the effects of new industrial growth in Kingston during the 1880s on the economic and social conditions, on workers, and on the evolution of skilled and unskilled trade unions, as well as the Knights of Labor. Historical analysis is based on a local newspaper source, various government reports as well as collections of employer and union correspondence.

Source of Finance: Queen's University grant

Current Status of Project: Research began in 1981 and was completed in September 1982. Articles are planned.

65. WORKING CONDITIONS AND INDUSTRIAL RELATIONS ON CANADA'S STREET RAILWAYS, 1900-1920 M.S. Cross (supervisor), P.D. Lambly (Department of History, Dalhousie University)

Objects and Methods: The object of the research is to complete an M.A. Thesis on working conditions. Archival research is the method used to gather information.

Source of Finance: Dalhousie University

Current Status of Project: Research began in 1979 and was completed in September 1983. An M.A. Thesis on the subject has been published.

66. WORKING CONDITIONS AND JOB STRESS IN THE POST OFFICE Graham S. Lowe and Herbert C. Northcott (Department of Sociology, University of Alberta)

Objects and Methods: The objects of the research are to study the relationship among working conditions, perceptions of work conditions, and self-reports of psychological and physical distress, and to investigate the possibility of gender differences in reported distress for males and females doing the same work. Mail out questionnaires is the method used to gather data. (Almost 1000 responses from letter carriers-LCUC and inside workers-CUPW.)

Source of Finance: Labour Canada, University of Alberta

Current Status of Project: The research began in 1982 and is in the final analyses and write-up stage. It is expected to be completed in December 1984. Journal articles and possibly a monograph are planned.

67. YANKEE DESTINIES: THE LIFETIME CAREERS OF 2,808 LATE 19th - CENTURY BOSTONIANS Peter R. Knights (Department of History, York University)

Objects and Methods: The objective is to elucidate the nature of the individual's life and work cycle during an era, and in a location of strong urbanization and industrialization. The careers of over 97 per cent of the 2,808 men being studied have been traced from birth to death. Among the research methods used were: sampling from manuscript population censored; data linkage with vital statistical and genealogical records, city directories, tax and probate records, newspaper obituaries, pension records, and cemetery internment indices; and computer analysis.

Source of Finance: Social Sciences and Humanities Research Council of Canada; Canada Council; York University; U.S. National Foundation for the Humanities; Earhart Foundation; Self

Current Status of Project: The project began in June 1972 and data analysis has finished. Writing is beginning. It is expected to be completed in 1985. A book is planned and an agreement with the University of North Carolina Press gives it first refusal of the manuscript.

B.

MANAGEMENT AND EMPLOYER MOVEMENTS
LE PATRONAT ET LES ORGANISATIONS D'EMPLOYEURS

68. APPAREIL, PRATIQUES, VÉCU: DYNAMIQUE OGANISATIONNELLE DES CLSC
R. Poupart et J.-J. Simard (surveillants), Hervé Gauthier, Louis Demers (Département de sociologie, Université Laval)

Buts et méthodes: par la reconstitution de l'histoire de deux CLSC, par l'enregistrement de biographies personnelles, l'analyse de documents, l'observation et des entrevues ouvertes, élaborer une théorie de l'organisation post-bureaucratique à partir de trois dimensions: le cadre institutionnel (appareil), le sens investi par les individus dans l'engagement professionnel (vécu) et leur lien dans les pratiques.

Source de financement: Conseil de recherche sociale du Québec

Stade actuel des travaux: commencés en 1981, ces travaux doivent être terminés en décembre 1984. Des articles, un rapport ou un livre sont envisagés.

69. L'APPAREIL, LES PRATIQUES, LE VÉCU: LES STRATÉGIES ORGANISATIONNELLES ET LE DÉVELOPPEMENT SOCIOLOGIQUE D'ORGANISATIONS PARTICIPATIVES
R. Poupart (surveillant) et J.-J. Simard (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: l'étude a pour but de faire une mise en rapport dialectique des aspects formels, stratégiques, informels et d'approbation personnelle du travail pour contribuer au développement du secteur des théories des organisations. Des questionnaires, des entrevues et des biographies personnelles ainsi qu'une historiographie ont servi d'instruments de recherche.

Source de financement: CQRS

Stade actuel des travaux: les travaux ont été mis en chantier en septembre 1981 et ont été complétés en août 1983.

70. BUSINESS BIOGRAPHY OF SIR HERBERT HOLT T.D. Regehr (Department of History, University of Saskatchewan)

Objects and Methods: The object of the research is to produce and publish a book on Sir Herbert Holt. Archival/historical research techniques were the research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada Sabbatical Leave Fellowship, 1982-83

Current Status of Project: Research began in 1975. The research and part of writing is complete and it is expected that the book will be published by 1985.

71. CANADIAN WORKERS AND THE NATIONAL WAR LABOUR BOARD G.S. Kealey (supervisor) and D. Cruikshank (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object of the research is to study the work of the Board in the pre P.C. 1003 period. Archival and newspaper research were used.

Source of Finance: Dalhousie M.A. Fellowship

Current Status of Project: The research was initiated in 1980 and is completed. The Master's Thesis was defended in the Fall of 1983.

72. CONDITIONS PSYCHO-SOCIALES DU CHANGEMENT DANS LES P.M.E. Robert Poupart (surveillant), Alain Rondeau et Brian Hobbs (Centre de recherche en gestion, Université du Québec à Montréal)

Buts et méthodes: par des questionnaires, des entrevues et de l'analyse stratégique, comprendre les conditions d'implantation de nouveaux outils de gestion en milieu P.M.E.

Source de financement: ministère de l'Industrie, du Commerce et du Tourisme, Québec

Stade actuel des travaux: commencée à l'automme 1983, l'étude se terminera à l'automme 1984. Les résultats seront publiés dans les "Rapports de recherche du Centre de recherche en gestion" (UQAM) et dans des articles scientifiques.

73. 1) CORPORATE STRATEGY AND PLANT CLOSURES: THE SKF EXPERIENCE; 2) THE CLOSURE OF CGE (IN PROGRESS) J. Paul Grayson (Department of Sociology, Atkinson College, York University)

Objects and Methods: The object of the research is to examine how global rationalization led to the closure of a Canadian plant and to track the unemployed over 2-5 years (5 surveys). Surveys, face-to-face interviews and documents were used.

Source of Finance: Ontario Ministry of Labour, Labour Canada and Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research on SKF began in 1981 and has been completed. Research on CGE is expected to be completed in 1986. Publication of Corporate Strategy and Plant Closures: The SKF Experience, Toronto: Our Times, 1984 is planned.

74. TO CREATE A TECHNIQUE THAT WILL FACILITATE SELF-DIRECTED JOB DEVELOPMENT AND CAREER MANAGEMENT T.F. Carney (Department of Communications Studies, University of Windsor)

Objects and Methods: The object of the research is to provide subordinates with a technique that enables them to prepare systematically for performance assessment reviews so as to develop their personal skills, contribution to the organization and job.

Aim: To improve such reviews by providing training for both subordinate and superior, and to facilitate participative management.

(1) Steps leading up to and cumulating in the performance assessment review were set out in an ideal type model of organizational functioning.

(2) Common problems/errors and their compounding effects were investigated.

(3) Literature was searched for instances of creative solutions to each step and problem.

(4) These instances were built into a systematic technique: Career Karate.

Source of Finance: None

Current Status of Project: Research began in 1979, the technique is being developed further in response to feedback from users. The project is completed, but the technique remains under review and development. A book Career Karate: A Career Management Strategy was published by Methuen, 1983. The book has been translated into Japanese.

75. CULTURE ORGANISATIONNELLE ET GESTION DE PROJETS Robert Poupart et Pierre Ménard (surveillants) Brian Hobbs (Centre de recherche en gestion, Université du Québec à Montréal)

Buts et méthodes: par des entrevues, l'analyse documentaire et des questionnaires, réaliser une évaluation des conditions de changement culturel en milieu organisationnel orienté vers la gestion de projets.

Source de financement: privée

Stade actuel des travaux: commencés à l'automme 1983, leur achèvement est prévu à l'été 1984 et les résultats de ces travaux seront publiés dans les "Rapports de recherche du Centre de recherche en gestion" (UQAM) et dans des articles scientifiques.

76. THE DEVELOPMENT AND USE OF PERFORMANCE APPRAISAL OF CERTIFICATED EDUCATION STAFF IN ONTARIO SCHOOL BOARDS Peter Nightingale (supervisor), Stephen B. Lawton (Principal Investigator), Edward Hickcox, Donald Musella and Kenneth Leithwood (Department of Educational Administration, Ontario Institute for Studies in Education)

Objects and Methods: The object of the research is to describe the development, implementation, and effectiveness of current systems of performance appraisal of teachers, principals, superintendents, and directors in Ontario school boards. A survey of staff in 30 school boards and an analysis of staff performance appraisal in a sample of 8 school boards were used.

Source of Finance: Ontario Ministry of Education, Research and Information Branch

Current Status of Project: Research began in October of 1982, the analysis of data and preparation of the final report is being done. It is expected to be completed August 31, 1984. Publication is expected in 1985 in the form of a non-technical report, research articles, microfiche of case studies and detailed tabulation of survey results.

77. THE DEVELOPMENT OF A CANADIAN HOSPITAL PHARMACY WORKLOAD MEASUREMENT SYSTEM B.R. Schnell (supervisor), K.F. Gesy, M.E. Gaucher and D. Kuntz (College of Pharmacy, University of Saskatchewan)

Objects and Methods: The aim of this study was to establish a national workload measurement system for hospital pharmacy in Canada. The study design and research methodology encompassed the following:

1) Development of Standards of Practice for hospital pharmacy with subsequent identification and definition of elements of hospital pharmacy practice suitable for workload measurement.

2) Determination of the time required to perform these elements using stopwatch timing in selected hospital pharmacy departments across Canada.

3) Establishment of workload units for hospital pharmacy necessary for developing a Canadian Schedule of Unit Values.

The results of the workload measurement study provide the average unit values in minutes required to perform each defined element of hospital pharmacy practice. The developed workload measurement system will serve as a valuable management tool for the determination of hospital pharmacy manpower needs and resources.

Source of Finance: National Health Research and Development Program grant.

Current Status of Project: The research was conducted over the period 1 July 1981 to 31 December 1983. The final study report has been completed. A publication is planned by Statistics Canada titled, "Canadian Schedule of Unit Values for Hospital Pharmacy". A summary report of the research to include the results will be available from the Canadian Society of Hospital Pharmacists.

78. LE DÉVELOPPEMENT DES RESSOURCES HUMAINES EN MILIEU ORGANISATIONNEL Viateur Larouche (École de relations industrielles, Université de Montréal)

Buts et méthodes: suite à une étude, publication d'un manuel sur la formation, le perfectionnement et le développement du personnel.

Source de financement: Conseil national de recherches

Stade actuel des travaux: commencés en janvier 1981, ces travaux se sont terminés en mars 1984 et les résultats ont été publiés dans le manuel "Formation et développement en milieu organisationnel", Édition J.C.L., 1984.

79. L'ÉMERGENCE D'UN NOUVEAU SPÉCIALISTE: LE PLANIFICATEUR DES RESSOURCES HUMAINES Gilles Guérin (surveillant) et J. Trudel (Département des relations industrielles, Université de Montréal)

Buts et méthodes: en utilisant un questionnaire distribué aux organisations québécoises de 1500 employés ou plus, déterminer dans quelle mesure le planificateur des ressources humaines existe dans les organisations québécoises et cerner la nature des tâches qu'il accomplit.

Source de financement: CAFIR

Stade actuel des travaux: commencés à la fin de 1981, ces travaux sont maintenant terminés. Les résultats ont été publiés dans
Gestion, Vol. 9, no 1, pp. 28-36; et
Gestion, Vol. 9, no 2, pp. 36-43.

80. ÉTUDE DES INCIDENCES DE LA DIVISION DU TRAVAIL SUR L'AMÉNAGEMENT DU TEMPS ET LA CONSTRUCTION DES PLANS D'AVENIR Daniel Mercure (Université du Québec à Hull)

Buts et méthodes: dégager les logiques d'action des acteurs à partir de leurs projets professionnels et comprendre les déterminants socio-professionnels qui influencent l'édification de ceux-ci par des entrevues, l'analyse de formulaires de budget-temps, d'échantillons stratifiés et l'analyse de contenu.

Source de financement: aucune

Stade actuel des travaux: la recherche a débuté à l'automne 1983 et devrait être terminée à l'été 1985. La publication d'un article scientifique est prévue.

81. L'ÉVALUATION DU RENDEMENT DES CADRES SUPÉRIEURS DANS LA FONCTION PUBLIQUE QUÉBÉCOISE Marcel Proulx et Michel Roy (École nationale d'administration publique, Université du Québec à Québec)

Buts et méthodes: par l'analyse de contenu de fiches d'évaluation du rendement, évaluer le contenu et la portée de l'évaluation du rendement des cadres supérieurs de la Fonction publique québécoise.

Source de financement: École nationale d'administration publique, Université du Québec à Québec

Stade actuel des travaux: commencés en avril 1982, ces travaux ont été publiés:

Proulx, Marcel et Roy, Michel. L'évaluation du rendement des cadres supérieurs dans la Fonction publique québécoise. Québec, Centre d'études politiques et administratives du Québec, École nationale d'administration publique, 1983. 152 p. Collection "Bilans et perspectives", no 1.

Proulx, Marcel et Roy, Michel. "L'évaluation du rendement des cadres supérieurs dans la Fonction publique québécoise", Administration publique du Canada, vol. 26. no 4. pp. 610-628.

82. EVALUATION OF THREE TRAINING METHODS F.C. Miner, T. Hari Das and J.R. Gale (Department of Management, Saint Mary's University)

Objects and Methods: The object of the research was to investigate the relative effectiveness of training methods (case, lecture and experimental approach) popularly used. Laboratory and field experimentation are the research methods used.

Source of Finance: Self and Saint Mary's University

Current Status of Project: Research began in September 1980. A report of the findings is to appear in Organizational Behaviour Teaching Review, Vol. 9, No. 2, January 1985.

83. EXECUTIVE DEVELOPMENT PROJECT FOR PHYSICIANS WITH ADMINISTRATIVE RESPONSIBLITIES P. Leatt, T. Myers and W. Bonus (Department of Health Administration, Faculty of Medicine, University of Toronto)

Objects and Methods: The objects of the research are:

1) To assess the level of knowledge and skills required by specific physician groups.

2) To develop an understanding of the complex and involving role of health care managers.

3) To develop teaching methods and resources in response to the needs and interest.

4) To develop methods of evaluating short and long term effectiveness of the programs.

5) To provide knowledge and resources acquired through the executive development project to others interested in this area of continuing education.

And, through these approaches the understanding and general effectiveness of specific physician groups as health care managers will be increased. Mailed surveys and pre-post questionnaires are used in conjunction with educational programs to compile the data.

Source of Finance: Ontario Ministry of Health

Current Status of Project: Research began in 1983. The project is ongoing using research and evaluation within an action research model. Publication in the form of a journal article and program modules are forthcoming.

84. EXPLORING THE PSYCHOLOGICAL IMPACT OF OFFICE AUTOMATION IN ORGANIZATIONAL SETTINGS: TWO CASE STUDIES W.L. Libby (supervisor) and Mary Ann L. Schmidt (Department of Psychology, University of Windsor)

Objects and Methods: The object of the research was to investigate the implementation strategies utilized in these companies for the introduction of new technology (office automation). Personal interviews were conducted with 45 clerical and managerial employees from the companies; content analysis of responses and comparison of the two organizational strategies were employed.

Source of Finance: None

Current Status of Project: Research began in June 1983 and was completed May 15, 1984. Publication in the proceedings of conference is planned.

85. LA GESTION DES ÉQUIPES DE TRAVAIL P. Dionne (surveillant) et G. Ouellet (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: par la comparaison en fonction d'objectifs de départ de 30 groupes de travail soumis à une période de formation en laboratoire, création d'un modèle de gestion des équipes de travail fondé sur une approche interprétative du processus de communication.

Source de financement: aucune

Stade actuel des travaux: les travaux ont débuté en septembre 1980 et ils ont été complétés. Les résultats ont été publiés: "La gestion des équipes de travail"; Gaëtan Morin.

86. HOSPITALITY INDUSTRY RESEARCH PROJECT: SURVEY OF HOTEL PERSONNEL MANAGERS IN CANADA J.R. Pickworth (School of Hotel and Food Administration, University of Guelph)

Objects and Methods: The objects of the study are to provide insight into the scope and importance of personnel management within the industry by ascertaining actual responsiblities. Secondly, to obtain a profile of hotel personnel managers with regard to career development, status, compensation etc. as well as to identify problems which inhibit the application of appropriate personnel practices. A questionnaire was circulated to hotel personnel managers (48 out 83 responded). Completed questionnaires were computerized and the data was analyzed.

Source of Finance: Hospitality Industry Founders Fund

Current Status of Project: Research began in the Summer of 1979 and is completed. A report of the above title was produced and an article based on the research titled, "A Profile of the Hotel Personnel Manager" appeared in the Cornell H.R.A. Quarterly.

87. HUMAN RESOURCE MANAGEMENT SYSTEM IMPLEMENTATION PROJECT J.K. Hilton (Group Chief, Human Resource Planning, Treasury Board of Canada Secretariat)

Objects and Methods: The object is to develop and implement a human resource management system or framework which provides for an integrated approach to planning, implementation and control of results. Research methods used were a literature search, review of existing private and public sector practices and related research findings, and original developmental work.

Source of Finance: Federal Public Service

Current Status of Project: The research was started in September 1980 and it is now completed. Publication was in the form of internal Public Service discussion documents.

88. HUMAN RESOURCES MANAGEMENT AND QWL IN NEWFOUNDLAND: A SURVEY S.K. Saha and J.A. Dearness (Faculty of Business Administration, Memorial University of Newfoundland)

Objects and Methods: The object of the research was to document the current state of the art in human resources management and QWL in Newfoundland work organizations. A questionnaire survey and interviews were used.

Source of Finance: Vice President's Research Grant from Memorial University of Newfoundland and Labour Canada

Current Status of Project: Research began in September 1982 and the survey was completed in 1983. Publication of a journal article and a working paper from Memorial University of Newfoundland is planned.

89. L'IDENTIFICATION DES DIFFICULTÉS MANAGÉRIALES ET DES FACTEURS DE SUCCÈS DES PME QUÉBÉCOISES G. D'Amboise (surveillant) et Y. Gasse (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: étudier empiriquement, par entrevues, dans une centaine de P.M.E. manufacturières de quatre secteurs industriels au Québec, les difficultés managériales perçues par les propriétaires-dirigeants des P.M.E., et découvrir les principaux facteurs de succès pouvant contribuer à leur croissance.

Source de financement: FCAC, le ministère de l'Éducation du Québec

Stade actuel des travaux: les travaux ont débuté à l'été de 1980. La cueillette des données est terminée et l'analyse et l'interprétation se poursuivront en 1981 et 1982. Ce projet de recherche est complètement terminé. Il a donné lieu à plusieurs publications disponibles au Laboratoire de recherche de la Faculté des sciences de l'administration à l'Université Laval.

90. INDUSTRIAL RELATIONS MANAGEMENT EFFECTIVENESS J. Gandz (supervisor) and J.D. Whitehead (School of Business Administration, University of Western Ontario)

Objects and Methods: The objects of the research are to address the question "What constitutes effective performance by industrial relations managers?" More specifically, to identify and weight the criteria of performance that are actually used to measure IR managers' effectiveness and compare these with the criteria that the literature on industrial conflict resolution infers may be used. Research methods will include:

(1) Phase I: Semi-structured interviews with IR managers at various hierarchical levels in ten companies, line managers, union officials and neutral third parties (e.g., mediators, arbitrators) (phase virtually completed now).

(2) Phase 2: Large sample questionnaire (in preparation).

Source of Finance: Plan for Excellence, School of Business Administration, University of Western Ontario

Current Status of Project: The literature review began in 1981-82 and preparation of the questionnaire is now in process. The project is scheduled to be finished in April 1985. A Doctoral Thesis, journal articles and a projected monograph will result from the research.

91. LONG-TERM FOLLOW-UP OF HYPERTENSIVE STEELWORKERS R.B. Haynes (supervisor), D.L. Sackett, E.S. Gibson and D.W. Taylor (Department of Clinical Epidemiology and Biostatistics, Health Sciences Centre, McMaster University)

Objects and Methods: The object of the research was to determine the influence of labelling steelworkers as hypertensive, through screening, on their subsequent absenteeism, psychosocial function, job satisfaction and job advancement. A random sample of steelworkers at Dominion Foundries and Steel Limited (DOFASCO) in Hamilton, Ontario were screened for hypertension in 1973 and hypertensive workers plus a normotensive control group have been followed since that time (cohort analytic study).

Source of Finance: MRC; Sun Life Insurance Company and the Physicians' Services Inc. Foundation

Current Status of Project: Research began in 1973 and the results of the first five years of follow-up were published in the Journal of Chronic Disease and in Inquiry. Further founds to perform a 10 year follow-up have been applied for.

92. THE MANAGEMENT OF COMPUTER PROGRAMMERS P.S. Licker (Faculty of Management, University of Calgary)

Objects and Methods: The objects of the research are to understand and develop techniques specific to human resource management of computer programmers, esp. supervision, development and appraisal. Library research, surveys and some interviews were the research methods used.

Source of Finance: None

Current Status of Project: The research began in 1980 and is continuing. A book will come out in the fourth quarter of 1984.

93. MENTAL HEALTH IN ORGANIZATIONS: A STUDY OF ANTECEDENTS AND CONSEQUENCES OF STRESS V.V. Baba (supervisor), R. Crawford and R. Sheitoyan (Department of Management, Concordia University)

Objects and Methods: The purpose of the research was to understand the phenomenon of stress in organizations, and outline its causes and effects so as to control it in a managerial sense. A field survey was conducted to supply the data.

Source of Finance: FCAC, Government of Québec

Current Status of Project: The research began in the Summer of 1980 and has been completed. Early results were presented in the form of a paper at the Administrative Sciences Association of Canada, 1984. Further analyses are being conducted.

94. THE ORGANIZATION OF BUSINESS INTERESTS William Coleman and Henry Jacek (supervisors), Philippe C. Schmitter and Wolfgang Streeck (Department of Political Science, McMaster University)

Objects and Methods: The object of the research is to identify and measure recent changes in the role of business interest associations in liberal democracies and their relation to government, labour unions and other associations. Archival research, letters and personal interviews were used.

Source of Finance: Various European Foundations and Governments and Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in 1981 and is expected to be completed in December 1985. Publication of scholarly articles, books and papers is planned.

95. OVERCOMING MANAGERIAL RESISTANCE TO WORKER PROBLEM-SOLVING GROUPS: A COMPARATIVE STUDY OF FOUR MANUFACTURING PLANTS Gervase R. Bushe (Faculty of Business Administration, Simon Fraser University)

Objects and Methods: The object of the research is to examine competing hypotheses about why middle managers resist worker participation within the context of joint union-management, Quality of Work Life programs, and strategies for neutralizing this resistance. The research methods used are diagonal slice interviews in four manufacturing plants which started QWL projects 18 months prior to data collection. All line managers and 10% of hourly work-force were surveyed as well as a newly built, socio-technically designed plant.

Source of Finance: Sponsoring manufacturing organization

Current Status of Project: Research began in the Spring of 1982 and the first round of analysis is completed. Journal articles, conference papers are expected.

96. PERCEPTION DES PROFESSEURS D'ADMINISTRATION OU DE GESTION À L'ÉGARD DE CERTAINES PRATIQUES EN GESTION DES RESSOURCES HUMAINES PRÉVALANT EN CONTEXTE UNIVERSITAIRE QUÉBÉCOIS Bruno Fabi (surveillant) et Réal Jacob (Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières)

Buts et méthodes: par l'utilisation de questionnaires détaillés, établir un profil descriptif (importance versus satisfaction) de la perception de la population concernée au sujet des pratiques suivantes: recrutement, accueil, répartition des tâches, rémunération, évaluation du rendement, planification de carrière, perfectionnement et sabbatique, promotion, permanence, retraite et vocation (objectifs organisationnels).

Source de financement: ministère du Travail du Québec et Université du Québec à Trois-Rivières

Stade actuel des travaux: commencés à l'automne 1983, les travaux en sont à l'analyse des données (plus de 30 p. 100 de l'ensemble des répondants contactés). L'achèvement est prévu pour l'automne 1984 et un acte de colloque ou un article sont prévus.

97. PERSONNEL MANAGEMENT IN CANADA Thomas H. Stone and Noah M. Meltz (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to prepare a textbook on personnel management in Canada adapting Thomas Stone's book Understanding Personnel Management. An examination of relevant Canadian legislation, research and experience were used to gather information.

Source of Finance: None

Current Status of Project: Research began in 1981-82 and has been completed. It has been published by Holt, Rinehart and Winston.

98. PERSONNEL TRANSFERS AND EMPLOYEE DEVELOPMENT Craig C. Pinder (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The object of the research is to study the relationship between transfers and the professional development of Canadian managers. A survey of a sample of managers working for a variety of organizations that use transfers as a personnel transaction was the research methodology used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research began in the Spring of 1983 and data collection and preliminary data analysis are being done. Research is to be completed in the Summer of 1985. Publication of journal articles is planned.

99. THE RELATIVE IMPORTANCE OF THE MANAGER'S ROLES IN DIFFERENT TYPES OF ORGANIZATIONS: PERSPECTIVES FROM THE INSIDE AND THE OUTSIDE Wendy L. Josephson (University of Winnipeg) and Nina L. Colwill (University of Manitoba)

Objects and Methods: The objects of the research are to discover the perceived importance of Henry Mintzberg's 10 managerial roles (figurehead, liaison, leader, monitor, disseminator, spokesperson, resource allocator, disturbance handler, entrepreneur, negotiator) to Canadian managers and Administrative Studies students, and to discover how each role was prepared for. A twelve page questionnaire was administered to 180 students and to about 200 personnel managers in Canadian organizations.

Source of Finance: Social Sciences and Humanities Research Council of Canada funding through the University of Winnipeg

Current Status of Project: Research began in the Fall of 1983 and as of June 1984 data analysis began. Research is to be completed in the Fall of 1984. Publication of one or two articles in professional journals is planned.

100. RETRENCHMENT AND BEYOND: THE ACID TEST OF HUMAN RESOURCE MANAGEMENT James G. Frank (supervisor) and Sally R. Luce (The Conference Board of Canada)

Objects and Methods: The objects of the research were to review and analyze various forms of human resource cost cuts and staff reductions and to trace their implications for organizations and employees. Interviews with human resource executives and consultants and a survey of employers were the research methods used.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: Research began in the Fall of 1982 and was completed in June 1983. Research has been published as a Canadian Study Retrenchment and Beyond: The Acid Test of Human Resource Management (Study 76) Ottawa: The Conference Board.

C.

LABOUR-MANAGEMENT RELATIONS
LES RELATIONS OUVRIÈRES-PATRONALES

101. APPROCHE PRAGMATIQUE INTERPRÉTATIVE DE L'ANALYSE DU PROCESSUS DE NÉGOCIATION G. Ouellet (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: par la recherche action et l'étude des négociations du Front Commun versus le gouvernement du Québec, proposer un modèle d'analyse stratégique du processus de négociation. Préparer et fournir un cadre théorique qui permet l'étude de négociations en cours et une comparaison du jeu des parties en présence.
Source de financement: CRSH.

Stade actuel des travaux: c'est en septembre 1981 que ces recherches ont commencé et elles sont maintenant terminées. Un volume est en préparation et les résultats ont été présentés sous forme de thèse de doctorat en relations industrielles à l'Université Laval.

102. APPROCHE PRAGMATIQUE INTERPRÉTATIVE DE LA PLANIFICATION DU PROCESSUS DE NÉGOCIATION P. Dionne (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: par de la recherche action et l'analyse des négociations CSN, FTQ, CEQ, SPGQ, versus le gouvernement du Québec (servant d'illustrations qui valident le modèle proposé) et les négociations SPUL, SEUL versus l'Université Laval (pour illustrer la polyvalence du modèle), proposer un modèle de gestion stratégique de l'information en situation de négociation. De plus, fournir un cadre théorique qui permet la compréhension de la dynamique de négociations en cours de déroulement ou ex post facto.

Source de financement: CRSH

Stade actuel des travaux: c'est en septembre 1981 que ces travaux ont commencé et ils sont maintenant terminés. Une thèse de doctorat en relations industrielles a été déposée à l'Université Laval et un volume est en préparation.

103. ARBITRATION AND ALCOHOL ABUSE M. Thompson (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The purpose of the research was to determine the response of arbitrators toward grievors alleged to have abused alcohol. A review of arbitration awards and literature on treatment of alcohol abuse was undertaken.

Source of Finance: University of British Columbia and the Government of British Columbia's Youth Employment Program

Current Status of Project: The project began in May 1979 and is completed. A chapter for a book has been produced. The book is in press.

104. ARBITRATOR FEES AND REMUNERATION FOR COMMITTEE AND BOARD MEMBERS Garth Cooper (Alberta Department of Planning and Labour Research Branch)

Objects and Methods: The objects of the research were to provide a summary of rates paid to various arbitrators and arbitration boards and tables on grievance, interest and compulsory interest arbitration fees in Alberta and in the U.S. A review and identification of rates paid and a compilation of the material to prepare a summary and tabulation of arbitrators' and arbitration board's fees per diem were the research methods used.

Source of Finance: Alberta Department of Labour

Current Status of Project: Research began in March 1983 and was completed in April 1983. No publication of research results is planned.

105. COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES M. Thompson (Faculty of Commerce, University of British Columbia) and A.M. Ponak (Faculty of Management, University of Calgary)

Objects and Methods: The objects of the research are to investigate the attitudes of faculty members to collective bargaining; to determine the kind of collective bargaining issues, faculty member attitudes and issue preferences; and to compare results to similar research carried out in the U.S. Survey research techniques via questionnaires at selected Canadian universities are used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Data was collected at 8 universities in 1982. The analysis continues. Two articles, and one conference proceeding report has been completed. Further articles are planned.

106. COLLECTIVE BARGAINING IN ONTARIO HOSPITALS Arthur Kruger (University of Toronto)

Objects and Methods: The object of the research is to study the development of collective bargaining in Ontario by means of interviews and literature search.

Source of Finance: Labour Canada grant

Current Status of Project: Research began in 1983 and one article has been submitted. The project is expected to be completed in 1986. Publication of further articles is planned.

107. LE COMITÉ PATRONAL-SYNDICAL DE L'INDUSTRIE CANADIENNE DU TEXTILE - LEÇONS D'UNE EXPERIENCE DE 15 ANS J. Sexton (surveillant) et C. Leclerc (Département des relations industrielles, Université Laval)

Buts et méthodes: présenter et examiner l'expérience de ce Comité, en tirer les leçons utiles pour l'amélioration des relations industrielles et porter un jugement de valeur sur le degré d'atteinte des objectifs poursuivis. Le projet est fondé sur une étude documentaire et des entrevues de fonctionnaires.

Source de financement: Travail Canada

Stade actuel des travaux: les travaux ont été terminés, et un rapport remis à Travail Canada.

108. CONTRÔLE DES TRIBUNAUX DU TRAVAIL SUR L'EXERCICE DU DROIT DE REFUS Diane Veilleux (Département d'administration, Université du Québec à Rimouski)

Buts et méthodes: le but est de vérifier le contrôle que le commissaire du travail, le tribunal du travail ou l'arbitre de griefs exercent au niveau des mesures disciplinaires imposées par l'employeur en matière de droit de refus. Problématique développée à partir d'une recherche bibliographique (articles de journaux - revues - volumes), et analyse jurisprudentielle des décisions rendues par le comissaire du travail, le tribunal du travail et par les arbitres de griefs.

Source de financement: Université du Québec à Rimouski

Stade actuel des travaux: la recherche a débuté en juin 1983, la compilation et l'analyse des données se font actuellement. La date d'achèvement est décembre 1984. Les résultats seront publiés sous forme d'article.

109. DETERMINANTS OF BARGAINING SUCCESS IN THE NEGOTIATION OF FIRST AGREEMENTS IN ONTARIO AND IN THE FEDERAL SECTOR: A COMPARATIVE EMPIRICAL STUDY Norman A. Solomon (Faculty of Business Administration, University of Windsor)

Objects and Methods: This study, by comparing two jurisdictions with different approaches to the final determinations of first agreements, will determine which approach is more effective in encouraging successful negotiation of first agreements. A discriminant analysis was used.

Source of Finance: University of Windsor Research Board

Current Status of Project: Research began in October 1983 and is in the data collection phase. The project is expected to be completed in October 1984. A journal article is planned from the research results.

110. THE DETERMINANTS OF CONTRACT DURATION Economics and Industrial Relations Research Branch, Labour Canada (supervisor) and L.N. Christofides (Department of Economics, University of Guelph)

Objects and Methods: The object of the research was to empirically investigate determinants of contract duration in the Canadian context over the period 1966 to 1981 using Labour Canada's database. Descriptive and statistical techniques were used to examine historical trends and international comparisons, cross-sectional variation and temporal behaviour. Regression analysis was used to examine hypotheses relating duration to inflation uncertainty, transactions costs and the influence of the AIB period.

Source of Finance: Labour Canada

Current Status of Project: Research began in 1982 and was completed in September 1983. Publication of a Labour Canada Discussion Paper is in process.

111. DEVELOPMENT OF PUBLIC SECTOR COLLECTIVE BARGAINING Allen Ponak, Rhona Berengut (Faculty of Management, University of Calgary)

Objects and Methods: The object of this research is to test a theory of how Public Sector collective bargaining develops by means of interviews, document analysis, and archival research methods.

Source of Finance: Unknown

Current Status of Projects: The research began in September 1983 and is expected to be completed in 1986. Publication of a journal article is planned.

112. THE DUTY OF FAIR REPRESENTATION: BRITISH COLUMBIA EXPERIENCE Thomas R. Knight (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The objects of the research are to analyze fair representation complaint behaviour under the Labour Code of British Columbia and to examine the impact of the fair representation doctrine on the grievance process. Analysis of Labour Relations Board complaint records, interviews, survey of union and management grievance representatives were the research methods used.

Source of Finance: Labour Canada

Current Status of Project: Research began in June 1983 and is expected to be completed in 1985. Publication of conference proceedings and journal articles is planned.

113. ECONOMIC ASPECTS OF INTEREST ARBITRATION Morley Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to analyze the various forms of interest arbitration, its prevolence and impact and the criteria used by interest arbitrations, with particular attention to economic issues. Theoretical research and literature review were the methods used.

Source of Finance: Ontario Economic Council

Current Status of Project: Research began in 1982 and has been completed. Researcch has been published by the Ontario Economic Council, 1983, 70 pages.

114. THE EFFECTIVENESS OF INTEREST ARBITRATION AS A SUBSTITUTE FOR STRIKES AND LOCKOUTS IN THE ONTARIO HOSPITAL SECTOR Ted Goldberg (supervisor) and Allen M. Backman (Department of Health Administration, University of Toronto)

Objects and Methods: The object of the research is to evaluate the effects on the collective bargaining process of Ontario's system of hospital interest arbitration.

Source of Finance: Unknown

Current Status of Project: Research began in April 1983 and is expected to be completed in April 1985. Publication of a master's thesis and journal articles is planned.

115. EMPLOYER STRIKE COSTS Roger Lang and Allen Ponak (Faculty of Management, University of Calgary)

Objects and Methods: The object of this research is to access employer perceptions of major costs (both monetary and non-monetary) associated with a work stoppage and to analyze determinants of these costs. Survey of Canadian manufacturing and mining firms who had experienced a strike in the past 3 years, this method is used to gather the research.

Source of Finance: McGill University Research Grant

Current Status of Project: The project began in 1982 and is expected to be completed in 1984. Data analysis is underway at present. Journal articles have been planned.

116. ESSENTIAL SERVICE DISPUTE LEGISLATION IN CANADA Jean Dobson (supervisor) Carl Dugway and Garry Ridgeway (Nova Scotia Department of Labour and Manpower)

Objects and Methods: The object of the research is to review collective bargaining legislation for those included/excluded from provincial and federal labour codes. The study contains an inventory of collective bargaining procedures and work stoppage criteria for bargaining units in each jurisdiction. Primary sources and legislative research methods were used.

Source of Finance: Nova Scotia Department of Labour and Manpower

Current Status of Project: Research began in May 1981 and was revised in July 1982. Publication of Occasional Paper is planned.

117. THE EXTENT OF COLLECTIVE BARGAINING IN CANADA R.J. Adams (Department of Commerce, McMaster University)

Objects and Methods: The object of the research was to estimate percent of labour force covered by collective agreements. A review of Labour Canada and CALURA data, collection methods, an estimation of the number of non-unionists in certified bargaining units were the research methods used.

Source of Finance: Faculty of Business, McMaster University

Current Status of Project: Research began in the Summer of 1983 and has been completed. It is available now as Faculty of Business Working Paper No. 223, April 1984. Journal publication is also expected.

118. FACULTY BARGAINING IN BRITAIN Mark Thompson (Faculty of Commerce, University of British Columbia)

Objects and Methods: The object of the research is to determine impact of collective bargaining in British universities. Structured interviews and documents are research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in 1983 and is expected to be completed in 1985. Publication of articles is planned.

119. FEEDBACK AND RETENTION OF GRIEVANCE OUTCOMES IN CONTRACT ADMINISTRATION Thomas R. Knight (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The objects of the research are to measure and evaluate the frequency of reference to prior grievance settlements and arbitration decisions in grievance negotiations and the impact of arbitration decisions on managerial policies. Staff-level interviews with union and management representatives, surveys of line-level grievance participants and analysis of archival records and arbitration decisions were the research methods used.

Source of Finance: American Arbitration Association, University of British Columbia and Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in April 1981 and final analysis and writing is being done. Two articles have been published and two additional ones are in preparation.

120. LES GROUPES SEMI-AUTONOMES DE PRODUCTION M. Brossard (surveillant) et J. Branchaud (École de relations industrielles, Université de Montréal)

Buts et méthodes: faire le relevé de toutes les recherches publiées en français et en anglais sur les groupes semi-autonomes de production et montrer comment ces groupes ont été étudiés, en procédant à une analyse de contenu.

Source de financement: aucune

Stade actuel des travaux: le projet a débuté en juin 1981 et les lectures sont maintenant terminées. Les travaux seront achevés en septembre 1982 et feront l'objet d'une thèse de maîtrise (Johanne Branchaud) et d'articles ou d'un recueil (par les co-auteurs).

121. HICKS' "THEORY OF INDUSTRIAL DISPUTES" REVISITED S. Sharir (Department of Economics, University of Alberta)

Objects and Methods: The object is to reformulate Hicks' model in a way which is both consistent with the original idea and does not suffer from shortcomings identified in the literature. The relevancy and usefulness of the revised model to bargaining situations will be emphasized. A survey and a critique of Hicks' version(s) of the model as well as of the literature on it is provided. The model is then revised and its implications are shown.

Source of Finance: Self

Current Status of Project: Research began in December 1981 and will be completed in the Summer of 1985. A journal article is currently being done.

122. THE IMPACT OF DISPUTE RESOLUTION PROCEDURES ON COLLECTIVE BARGAINING IN THE PUBLIC SECTOR J. Anderson (supervisor, School of Business, Queen's University), P. Feuille and K. Murnighan (University of Illinois)

Objects and Methods: The object of the research is to determine the differential effects of the right to strike, factfinding, conventional arbitration and final offer by arbitration by package and issue on bargaining behaviour and outcomes under good and bad union-management relationships. Laboratory experiment is the methodology being used.

Source of Finance: Unknown

Current Status of Project: Research began in March 1980. The project has been delayed and is still on hold.

123. INDUSTRIAL DEMOCRACY AS A SOCIOTECHNICAL PROBLEM A. Matejko (Department of Sociology, University of Alberta)

Objects and Methods: The object is to establish a sociotechnical evaluation of various concepts in industrial democracy, with special emphasis on their applicability to Canada. Library research, interviews and visits were the methods used.

Source of Finance: Self

Current Status of Project: The following scripts are available at the University of Alberta Bookstore: *The organizational Phenomenon within the Mass Society: Bureaucracy and its Alternatives* (1983), *Organizational Dilemmas* (1983), *From State Socialism to Democracy? The Polish Case* (1983), *Social Organization: A Dialectical and Existential Perpective* (1983), *Organization or Manipulation? People, Systems and a Mass Society* (1984). See also the book *Beyond Bureaucracy? A Sociotechnical Perspective*, Cologne: *Verlag* for Gesellschaftsarchitektur (1984). A. Matejko, "From Primitive Organization to Modern Sociotechniques", *International Journal of Sociology*, 1981, XVII, 2, 3:173-206. "The Sociotechnics of Autonomus Work Groups as Social Systems", *Garu Nanak Journal of Sociology*, 1981, 2,2 Autonomus Work Groups as the Vehicle of Professional Socialization in Hospitals", *Proceedings of the First Asia Seminar on Health and Medical Sociology*, Tokyo, 1981. "Sociotechnics of Autonomus Work Groups as Social Systems", *Applied Systems and Cybernetics Proceedings of the International Congress on Applied Systems Research and Cybernetics*, Pergamon Press, 1981: 403-408. "Social System Modelling for the Diversified Maturity Requirements", *Africa Journal of Sociology*, 1982, 11,2: 116,143. "A Comparative Evaluation of the Canadian Society", *Guru Nanak Journal of Sociology*, 1982, 3,2: 58-124. "The Organizational Upgrading of Nurses in Alberta Hospitals", *Guru Nanak Journal of Sociology* 1983, V.1: 26,47. "Labour Conflict from a Christian Perspective", *International Dialogue*, 1983,2: 45-54. "Conflict or Cooperation? The Western Industrial Relations Pattern", *Critical Sociology*, Edmonton: The University of Alberta (Department of Sociology), 1984 mineo. "Sin and Work: Christianity and Industrial Relations", *The Way* 1982, 22,4: 287-296, 1983, 23,3: 221-229.

124. *INDUSTRIAL EMPLOYEES' COLLECTIVE WORK ORIENTATION* G. Baureiss (Department of Sociology, University of Manitoba)

Objects and Methods: The object of the research was to investigate the workers' evaluative orientation towards their employers, supervisors, and co-workers within the Social Action Approach, by means of a self-administered questionnaire with approximately a 60% return rate, (321 returns).

Source of Finance: University of Manitoba grant

Current Status of Project: The research was initiated in 1978 and has been completed: Publication of the article "Orientation Theory in Industry" in *Work and Occupations Journal* is forthcoming in 1985.

125. *INDUSTRIAL RELATIONS OFFSHORE* J.D. House (Department of Sociology, Memorial University of Newfoundland)

Objects and Methods: The object of the research is to describe and criticize current labour practices in the offshore petroleum industry. Interviews and secondary analyses were the methods used.

Source of Finance: Various

Current Status of Project: Research began in 1982 and is expected to be completed in 1984. Publication will be in the form of a chapter in a larger book on offshore oil.

126. INTEREST ARBITRATION IN ONTARIO HOSPITALS P. Andiappan (supervisor), R. J. Cattaneo and J. Murphy (Faculty of Business Administration, University of Windsor)

Objects and Methods: The object of the research was to analyze the attitudes of union and management officials toward interest arbitration in Ontario. Survey methodology was used.

Source of Finance: Self

Current Status of Project: Research began in 1982 and has been completed. Publication of a conference paper and a journal article is planned.

127. INTEREST ARBITRATION: IS THERE A BETTER WAY Nick Frans (Planning and Research Branch, Alberta Department of Labour)

Objects and Methods: The object of the research was to provide options for changing the present arbitration system. Alternatives include final offer selection, mediation-arbitration, and arbitration-mediation. Advantages and disadvantages of each alternative are given. Review of literature on the arbitration process and analysis of impact on collective bargaining process and settlements were the research methods used.

Source of Finance: Alberta Department of Labour

Current Status of Project: Research began in November 1982 and was completed in December 1982. No publication of research results is planned.

128. LABOUR-MANAGEMENT RELATIONS IN THE OTTAWA JOURNAL AND OTTAWA CITIZEN G. Hébert (supervisor), D. Swartz and G. Swimmer (School of Public Administration, Carleton University) plus others studying labour-management relations in daily newspapers of 5 other Canadian cities

Objects and Methods: The purpose of the research was to develop a history of labour-management relations at Ottawa newspapers from 1970 to 1980 to see if labour problems led to the Ottawa Journal closure. Secondary materials were researched and interviews with labour and management officials were conducted to obtain data.

Source of Finance: Royal Commission on Newspapers

Current Status of Project: The project began in January 1981 and was completed in October 1981. A report titled "Labor Relations in the Newspaper Industry" was published in 1982 by the Kent Commission, pp. 202.

129. LABOUR PRACTICES IN THE SASKATCHEWAN POTASH INDUSTRY June S. Corman (Department of Sociology, McMaster University)

Objects and Methods: The object of the research is to study the impact of the state of ownership on labour practices in the Saskatchewan potash industry. Interviews and contract analysis were the research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in 1983 and it is expected to be completed in 1984. Publication of an article is planned.

130. LABOUR RELATIONS DISPUTE RESOLUTION MECHANISMS AND INDIAN LAND CLAIMS B.W. Morse (Faculty of Law, University of Ottawa)

Objects and Methods: The objective is to analyze labour relations mechanisms for resolving disputes in terms of their possible application to the settlement of Indian Land Claims. Literature and legislative review and personal analysis were the research methods used and legal analysis of published and unpublished material.

Source of Finance: Department of Indian and Northern Affairs

Current Status of Project: The project which began in September 1980 has been completed. It will be published as a Chapter in a book titled Indian Claims in Canada, edited by Bradford W. Morse.

131. THE LETHBRIDGE STRIKE OF 1906: A STUDY OF THE RELATIONSHIP OF COAL MINERS TO THE POLITICAL, ECONOMIC AND SOCIAL ORDER W.M. Baker (Department of History, University of Lethbridge)

Objects and Methods: The objects of the research are to describe and analyze the strike and to examine the relationship of coal miners to the political, economic and social order of the society. The research methods used include analysis of original manuscripts or documents (e.g., newspapers, government records, personal papers), statistical analysis and oral tradition interviews.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in September 1977 and is scheduled to be completed in June 1986. A book and articles are planned from the research results.

132. LOCAL NURSE - HOSPITAL ADMINISTRATOR PERCEPTIONS OF MULTI-EMPLOYER COLLECTIVE BARGAINING Kurt Wetzel (University of Saskatchewan), D.G. Gallagher (University of Pittsburgh) and C. Maxey (University of Southern California)

Objects and Methods: The object of the research was to study the perceptions of local representative of the Saskatchewan Union of Nurses with chief executive officers to determine how well parties show their interest being accomodated in a multi-employer system. It controlled for hospital site. Surveys were used.

Source of Finance: Saskatchewan Health Research Board

Current Status of Project: Research began in 1982 and has been completed. Publication of articles is planned.

133. MICRO MODEL OF STRIKE INCIDENCE AND DURATION Morley Gunderson (supervisor), John Kervin and Frank Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to econometrically analyze the determinants of strike incidence and strike duration based on individual Canadian contracts data between 1971 and 1983. Regression and logit analysis were used.

Source of Finance: Labour Canada

Current Status of Project: Research began in 1983 and has been completed. A research report has been submitted to Labour Canada.

135. MULTIPHASIC ENVIRONMENTAL ASSESSMENT: A PLANNING PROCEDURE FOR IMPROVING QUALITY OF LIFE IN INSTITUTIONS FOR THE ELDERLY L.M. ells (supervisor), C. Singer and A. Polgar (Faculty of Social Work, University of Toronto)

Objects and Methods: The objects of the research are:

1) To systematically identify area of satisfaction and dissatisfaction with the social environment among residents and staff in institutions for the elderly.

2) To develop and implement programs and/or policies to ameliorate problem areas.

3) To evaluate the use of a Multiphasic Environmental Assessment as a planning tool.

Comparative-demonstration design using quantitative descriptive methods were utilized.

Source of Finance: Health and Welfare Canada, National Welfare Grants

Current Status of Project: Research began in 1982 and is half-way to completion. It is to be completed in December 1985. Publication of articles and a book is planned.

136. NATIONAL CONSULTATION - PROBLEMS AND PROSPECTS John Crispo (Faculty of Management Studies, University of Toronto)

Objects and Methods: The object of the research is to determine the conditions or ground rules under which national consultation between labour, management and government is likely to prove most fruitful. Interviews supplemented by some reading were the research methods employed.

Source of Finance: C.D. Howe Institute

Current Status of Project: Research began in the Fall of 1983 and is to be completed in the Summer of 1984. Publication of a monograph is planned.

137. NEW BARGAINING RELATIONSHIPS UNDER THE CODE Diane Carroll (Economics and Industrial Relations Research Branch, Labour Canada)

Objects and Methods: The basic objective is to survey recent experience in establishing new bargaining relationships under the Canada Labour Code in order to identify factors impacting on union success and thus develop policy initiatives to respond to problem areas identified. In part I of the study, 694 certification applications received by the Canada Labour Relations Board in 1974, 1975, 1979 and 1980 were analyzed to identify factors affecting organizing success. In part II, the ability of the newly certified units to negotiate a first agreement was assessed using the records of Labour Canada.

Source of Finance: Labour Canada

Current Status of Project: Research began in 1982 and the final draft report was completed. Research is expected to be completed in September 1984. Publication plans are uncertain at present, however, a Discussion Paper may result.

138. PAY, BENEFITS AND EMPLOYMENT INVENTORY OF DATA AVAILABLE AND POTENTIAL AREAS FOR DEVELOPMENT Janet E. Howell (Alberta Department of Labour, Planning and Research Branch)

Objects and Methods: The objects of the research were to identify data available related to Alberta's arbitration criteria, to describe relevant surveys and activities, and to describe weaknesses, strengths and gaps in data related to Alberta's arbitration criteria. Telephone contacts, literature review were used methods to gather data.

Source of Finance: Alberta Department of Labour

Current Status of Project: Research began in June 1983 and was completed in July 1983. No publication of the research results is planned.

139. PERMANENT LAYOFFS, DISMISSALS AND PLANT CLOSINGS Morley Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to analyze the role of the labour market, collective bargaining, and legislation to deal with problems created by permanent layoffs, dismissals and plant closings. Theoretical research and literature review were the methods used.

Source of Finance: Macdonald Commission

Current Status of Project: Research began in 1983 and has been completed. Publication of a chapter in a volume is expected.

140. PUBLIC EMERGENCY DISPUTES IN ALBERTA Garth Cooper (Planning and Research Branch, Alberta Department of Labour)

Objects and Methods: The object of the research was to provide an overview of Alberta public interest disputes, 1971-1982. The research identifies the parties, issues, specific emergency legislation provisions, and provides a chronology of events and summaries of various awards. The research process involved the compilation of basic information and data and legislative developments; a review of the related literature, and a drafting of an Alberta Public Interest Emergency Disputes briefing book.

Source of Finance: Alberta Departmental of Labour

Current Status of Project: Research began in March 1983 and was completed in August 1983. No publication of research results is planned.

141. PUBLIC SECTOR BARGAINING IN QUÉBEC Gérard Hébert (École de relations industrielles, Université de Montréal)

Objects and Methods: This research forms part of a larger study on Public Sector bargaining in Canada. Historical research methods were used.

Source of Finance: Unknown

Current Status of Project: The research began in 1981 and was completed in 1983. A book by a group of authors is expected to be published in 1984 by IRPP, Ottawa.

142. PUBLIC SECTOR LABOUR RELATIONS IN THE U.S. AND CANADA J. Anderson (supervisor, Centre for Industrial Relations, University of Toronto), P. Feuille (supervisor, Institute of Labour and Industrial Relations, University of Illinois), S.B. Goldenberg (Faculty of Management, McGill University), M. Gunderson (Centre for Industrial Relations, University of Toronto), A. Ponak (Faculty of Commerce and Business Administration, University of British Columbia), K. Swan (Faculty of Law, Queen's University) and D. Lewin and H. Wheeler (c/o Centre for Industrial Relations, University of Toronto)

Objects and Methods: The objects are to compare and contrast the structure, process and outcomes of public sector labour relations in the U.S. and Canada. An eclectic mixture of research methods were used.

Source of Finance: None

Current Status of Project: Research began in the Winter of 1979 and was completed in the Summer of 1980. An article has been published in Industrial Relations (Berkeley), Vol. 19, No. 3, Fall 1980.

143. QUALITY OF WORKING LIFE PROGRAMMES: UNION VERSUS NON-UNION SETTINGS Martin Evans (supervisor, University of Toronto) and E. Gilbert (Division of Administration, University of New Brunswick in Saint John)

Objects and Methods: The object of the research is to develop a theoretical framework based on the numerous case studies about QWL programmes. It is a form of content analysis: documented case studies (e.g., Rushton, Managing Creation) will be analyzed to determine if a particular process occurs in one setting and not in another.

Source of Finance: None

Current Status of Project: Research began in February 1982 and data is being analysed. It is expected to be completed by the Spring of 1985. Publication of research results is planned.

144. RAILWAY INDUSTRIAL RELATIONS HISTORY PROJECT T.D. Traves and P. Craven (Social Science Division, York University)

Objects and Methods: This project is a history of industrial relations in the Canadian railway industry from 1850 to 1950. It deals with the operation and not the construction of Canada's railroads. The study will examine four major problems: changes in the institutional and technological development of Canadian railway companies; the impact of such changes on the work process itself; the consequences of such changes for the development and policies of worker organizations; and the location of these three factors within the context of the Canadian political economy, with particular emphasis on the role of the Canadian state and its relations with business and labour and to the industrial relations process.

Source of Finance: Labour Canada - University Research Program grant; Social Sciences and Humanities Research Council of Canada leave fellowships and research grant

Current Status of Project: The project started in the Summer of 1978. A major paper on the 1850's was delivered in September 1981, two additional articles are currently in press and research is continuing.

145. THE ROLES OF ACCOUNTING IN COLLECTIVE BARGAINING Joel Amernic (Faculty of Management Studies, University of Toronto)

Objects and Methods: The object of the research was to conduct an exploratory assessment of the roles of accounting information in collective bargaining in a not-for-profit organization. Case analysis was used to gather information.

Source of Finance: Labour Canada

Current Status of Project: Research began in 1981 and is completed. Research has been accepted for publication in Accounting, Organizations and Society.

146. STRIKES IN CANADA, 1891-1958 G.S. Kealey (supervisor) and D. Cruikshank (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object is to compile a new and more complete list of strikes in Canada. Archival research is being conducted to redo Department of Labour lists. Newspaper research to add strikes missed and to take the series back to 1891 is underway.

Source of Finance: Historical Atlas of Canada

Current Status of Project: Research began in the Summer of 1980 and data assembly is almost completed. The project is expected to be finished by 1985 and will be published in the Historical Atlas of Canada, Vol. 3, University of Toronto Press, c. 1986.

147. STRIKES IN NEWFOUNDLAND, 1890-1940 G.S. Kealey (supervisor) and J. Chisholm (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object of the research is to create a statistical series on pre-Confederation Newfoundland strikes and lockouts. Extensive combing of press clippings is used.

Source of Finance: Social Sciences and Humanities Research Council of Canada funds through Memorial University of Newfoundland

Current Status of Project: Research began in 1982 and is expected to be completed in 1985. Publication of articles and inclusion in the Historical Atlas of Canada, Vol. III are planned.

148. THE STRUCTURE OF BARGAINING UNITS IN CANADA: ISSUES, PATTERNS AND IMPLICATION Stanley V. Psutka (Economics and Industrial Relations Research Branch, Labour Canada)

Objects and Methods: The objectives of this study are to synthesize the literature on determinants of bargaining unit structure, to analyze industrial, regional, joint bargaining and size characteristics of bargaining structure, and to evaluate change in structure between the late 1960s and early 1980s. Research methods include a survey of industrial relations and economics literature and an analysis of data drawn from Labour Canada's collective agreement data file.

Source of Finance: Labour Canada

Current Status of Project: Research began in the Summer of 1982 and has been completed in draft form. Research is expected to be completed in the Spring of 1985. Publication of a Discussion Paper is planned.

149. A SURVEY ANALYSIS OF STRIKES IN CANADA Frank Reid, Morley Gunderson and John Kervin (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to conduct a survey including chief negotiators (both union and management) in about 500 Canadian strikes. The questionnaire was designed to incorporate information on economic and sociological factors influencing strike causes and consequences.

Source of Finance: Labour Canada

Current Status of Project: The research began in June 1983 and is expected to be completed by June 30, 1984. Articles will be published if permission of the sponsor is obtained.

150. THEORIES OF STRIKE DETERMINATION AND STRIKE CONSEQUENCES Frank Reid, Morley Gunderson and John Kervin (Centre for Industrial Relations, University of Toronto)

Objects and Methods: This research reviews and develops theories of strike causes and consequences to form the basis for an empirical model to be estimated in subsequent research.

Source of Finance: Labour Canada

Current Status of Project: The research began in August 1982 and was completed in March 1983. Journal articles based on the research results are planned.

151. TWO CASE STUDIES OF STRIKES Frank Reid, Morley Gunderson and John Kervin (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to assess the causes and consequences of two major Canadian strikes, including a benefit-cost analysis from the employee viewpoint.

Source of Finance: Labour Canada

Current Status of Project: Research began in June 1983 and was completed in March 1984. Publication of journal articles is planned when permission of the sponsor is obtained.

152. THE USE OF COST/BENEFIT ANALYSIS IN LABOUR NEGOTIATIONS: A CANADIAN/U.K. COMPARISON M. Nelson (Wilfrid Laurier University)

Objects and Methods: The purpose of the research is to determine the extent to which firms use cost/benefit analysis in conjunction with labour negotiations in Canada and the United Kingdom. Questionnaires and interviews are used to collect data.

Source of Finance: None

Current Status of Project: The project began early in 1981 and data collection and the analysis is underway. Completion is expected in late Spring of 1985. No publication is expected.

153. THE USE OF LABOUR-MANAGEMENT COMMITTEES AS ADVISORY BODIES TO PROVINCIAL GOVERNMENTS IN CANADA B.D. Bruce (Faculty of Law, University of New Brunswick)

Objects and Methods: This research project will survey the use which has been made of Labour-Management Committees in the various provinces of Canada. An historical summary of the work and operation of these Committees will be prepared as an initial step. As well, the operation of the Committees will be analyzed to determine the characteristics which have contributed to the successful functioning of the Committees. Of particular concern will be the relationship which exists between the Committee and the Provincial Department of Labour as well as the objectives which were established for the Committee. Of particular concern will be the role of the Committees in the development of new labour legislation.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1980 and is incomplete. There are no immediate plans to proceed further with the project.

154. WORKER RESISTANCE Meyer Brownstone (supervisor) and Donald Wells (Department of Political Economy, University of Toronto)

Objects and Methods: The object of the research was to develop an understanding of the prospects for fundamental change in the relations of power between Labour and Management. Participant observation, interviews and documentary material were the research methods used.

Source of Finance; Self; University of Toronto and Labour Canada

Current Status of Project: Research began in 1978 and has been completed. Publication of a commercial book is planned.

D.

LEGISLATION AND THE ROLE OF GOVERNMENTS
LA LÉGISLATION ET LE RÔLE DES GOUVERNEMENTS

155. L'ACCRÉDITATION SYNDICALE AU QUÉBEC R. Blouin (Département des relations industrielles, Université Laval)

Buts et méthodes: à partir d'une analyse de la doctrine et de la jurisprudence, présenter les règles juridiques régissant l'émission d'une accréditation syndicale.

Source de financement: aucune

Stade actuel des travaux: la rédaction d'un ouvrage a débuté et sa publication est prévue en 1985.

156. THE ADMINISTRATION OF EMPLOYMENT STANDARDS IN ONTARIO R.J. Adams (supervisor), R. Whiting and D. Firth (Department of Commerce, McMaster University)

Objects and Methods: The object of the research is to review the objectives, procedures and performance of employment standards policy in Ontario. Interviews, review of cases, analysis of data maintained by Ontario Ministry of Labour were the research methods used.

Source of Finance: McMaster University Labour Studies Program

Current Status of Project: Research began in the Summer of 1983 and is expected to be completed in the Fall of 1984. Publication of journal articles and working papers are planned.

157. AGRICULTURAL WAGES BOARDS: AN ALTERNATIVE TO AGRICULTURAL UNIONS AND TO STATUTORY WAGE MINIMA C.J. Bruce and W. Kerr (Department of Economics, University of Calgary)

Objects and Methods: The object is to investigate the possibility that agricultural wages boards, composed of agricultural workers and employers might be responsible for the establishment of minimum wages and working conditions in agriculture. Theoretical research methods were applied.

Source of Finance: None

Current Status of Project: The project began in 1981 and is completed. An article was published in the Canadian Journal of Agricultural titled, "The Determination of Wages and Working Conditions in the Agricultural Sector: Three Alternatives".

158. THE ASSESSMENT OF PERSONAL INJURY DAMAGES IN CANADA C.J. Bruce (Department of Economics, University of Calgary)

Objects and Methods: The object of the research is to provide economists, lawyers, and actuaries with the theories and statistical evidence necessary to calculate damages in personal injury and fatal accident litigation in Canada. Theoretical and bibliographical research methods are used.

Source of Finance: Foundation for Legal Research and Province of Alberta

Current Status of Project: Research began in May 1983 and the writing of a book on the subject is underway. The projet is expected to be completed in December 1984 (first draft of book due). Butterworth's have agreed to publish the book.

159. CANADA'S TAX SYSTEM AND THE POOR Ernie S. Lightman (Social Policy, University of Toronto)

Objects and Methods: The object of the research was to produce a background paper and pre-budget documents, prepared for the National Anti-Poverty Organization (N.A.P.O.). Economic theory and secondary data analysis were the research methods used.

Source of Finance: Public Interest Advocacy Centre

Current Status of Project: Research began in 1983 and has been completed. The report has been published and is available now from N.A.P.O. ($7).

160. CANADIAN LAW OF COLLECTIVE BARGAINING (2nd EDITION) A.W.R. Carruthers, E.E. Palmer and W.B. Rayner (Faculty of Common Law, University of Ottawa)

Objects and Methods: The object of the research is to produce the second edition of a text book. Library research and the author's own experience were the research sources used.

Source of Finance: None

Current Status of Project: Research began in 1977 and is almost completed. Publication of a book with the above title is planned.

161. CHRISTIE ON EMPLOYMENT LAW (2nd EDITION) J.E. Dorsey and Brent Cotter (Lions Bay, B.C.)

Objects and Methods: The object of the project is to publish the 2nd edition of the above title. Legal research was the method used.

Source of Finance: Self

Current Status of Project: The research began in 1983 and will be completed during 1984. A textbook of the above title will be published.

162. A COMPARISON OF WAGE RESTRAINT PROGRAMS IN CANADA Bruce MacDonald (supervisor) and Patrick Stanton (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: The object of the research was to prepare a paper for CAALL, to examine the type of wage restraint programs in Canada and their impact as of March 1983. Administrative data was gathered from the provinces and the federal government.

Source of Finance: Policy and Research Branch, B.C. Ministry of Labour

Current Status of Project: A research paper has been completed but no publication is planned. It was distributed at the CAALL Conference in June 1983.

163. DECISIONS OF THE SASKATCHEWAN LABOUR RELATIONS BOARD AND COURT CASES ARISING THEREFROM D. Forseth (supervisor) and Gail Romaniuk (Policy Planning and Research Division, Saskatchewan Department of Labour)

Objects and Methods: This is a full, official text of reasons for decisions rendered by the Saskatchewan Labour Relations Board and of court cases arising therefrom with a case table and a topical index. The volume was compiled from original and complete reports of the decisions handed down by the Saskatchewan Labour Relations Board and the courts.

Source of Finance: Saskatchewan Department of Labour

Current Status of Project: The project began in 1973 and has resulted in the publication of Volume I, 1945-1954; Volume II, 1955-1964 and Volume III, 1965-1974.

164. THE DEVELOPMENT OF INTEREST ARBITRATION IN THE FEDERAL PUBLIC SERVICE L.W.C.S. Barnes (Ottawa, Ontario)

Objects and Methods: The purpose of the research is to update the initial research published by the Industrial Relations Centre, Queen's University, in "Interest-Arbitration in the Federal Public Service" by L.W.C.S. Barnes and L.A. Kelly, 1976. Research methods include reviews and analysis of awards of arbitration boards, literature searches and interviews.

Source of Finance: None

Current Status of Project: Research began in 1976 and is ongoing, therefore no completion date has been established. Results are published from time to time, e.g., Industrial Relations Research Reports and articles.

165. DOMINION WARTIME LABOUR POLICY AND THE POLITICS OF UNIONISM, 1939-1945: THE EXPERIENCE OF THE CANADIAN CONGRESS OF LABOUR'S EASTERN CANADIAN SHIPYARD UNIONS G.S. Kealey D.G. Cruikshank (supervisors, Department of History, Memorial University of Newfoundland) M.S. Cross (Department of History, Dalhousie University)

Objects and Methods: The object of the research is to complete an M.A. Thesis on the Dominion Wartime Labour Policy. Archival research is the method used.

Source of Finance: Dalhousie University

Current Status of Project: Research began in 1981 and was completed in November 1983. The M.A. Thesis has been published.

166. THE FEDERAL GOVERNMENT AND TRIPARTISM R.J. Adams (Department of Commerce, McMaster University)

Objects and Methods: The object of the study was a reconsideration of tripartism and the role of the federal government in encouraging or discouraging its development.

Source of Finance: Unknown

Current Status of Project: Research has been completed and published in Relations industrielles, Vol. 37, no. 3, 1982.

167. FLEXIBLE WORK ARRANGEMENTS Frank Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research is to evaluate a wide range of policies to increase employment by reducing work-time including longer vacations, reduced workweek, work sabbaticals and early retirement.

Source of Finance: Macdonald Commission

Current Status of Project: Research began in August 1983 and the first draft has been completed. Research is expected to be completed in July 1984. Possible publication as a background study for the Macdonald Commission is planned.

168. FORMAL CONSULTATIVE INDUSTRIAL PLANNING INVOLVING INDUSTRY, GOVERNMENT AND LABOUR IN CANADA: THE TIER I/TIER II APPROACH D.H. Thain (supervisor) and M.C. Baetz (Wilfrid Laurier University)

Objects and Methods: The objective is to study an intensive and comprehensive industrial planning exercise involving Canadian industry, government and labour. Personal interviews, and telephone interviews were conducted as well, 400 participants were contacted by mailed questionnaires.

Source of Finance: Shell Canada

Current Status of Project: The Project began in the fall of 1979 and was completed in the fall of 1980. Working papers, journal articles and cases have been published.

169. FORT HOPE INDIAN BAND SOCIO-ECONOMIC RESEARCH Paul Driben and Robert Trudeau (Department of Anthropology, Lakehead University)

Objects and Methods: The object of the research was to assess the impact of Government Make-Work and Job Training Programs on the members of the Fort Hope Indian Band. Participant observation, questionnaires, formal and informal interviews, and documentary research were the methods used in the research.

Source of Finance: Canada Manpower

Current Status of Project: Research began in 1976 and has been completed. It has been already published as a book titled When Freedom is Lost: The Dark Side of the Relationship Between Government and the Fort Hope Band. It is available from University of Toronto Press.

170. HISTORY OF NOVA SCOTIA LABOUR LEGISLATION Marie DeYoung (Research Division, Department of Labour and Manpower, Nova Scotia)

Objects and Methods: The object of the research is to evaluate the chronological history of Nova Scotia labour legislation. Includes date of statute, short title, long title, date of Royal Assent, date of proclamation/in effect, incorporated into - replaced by, and the acts which this statute repealed. History of acts currently in force included. Primary sources and legislative research were used.

Source of Finance: Nova Scotia Department of Labour and Manpower

Current Status of Project: Research began in 1980 and was revised in 1982. Publication of Occasional paper is planned.

171. INDUSTRIAL TRIBUNAL SYSTEM AND UNFAIR DISMISSAL LEGISLATION IN GREAT BRITAIN L. Dickens (supervisor), M. Hart, M. Jones and B. Weekes (Industrial Relations Research Unit, University of Warwick, England)

Objects and Methods: The objects of the research were to investigate and assess the British Industrial Tribunal as a mechanism for dispute settlement and to evaluate the operation of legislation against unfair dismissal. Interviews; postal surveys; observation; group discussion; feedback sessions and monitoring of case law were the research methods used.

Source of Finance: ESRC/Leverhulme Trust, Britain

Current Status of Project: Research began in 1978 and has been completed. The articles in academic and popular journals have already been published. A book in the series Warwick Studies in Industrial Relations, Blackwell, Oxford is forthcoming.

172. LABOUR LAW AND INDIANS Bradford W. Morse (Faculty of Law, University of Ottawa)

Objects and Methods: The object of the research is to analyze constitutional jurisdiction over labour relations matters on Indian reserves in Canada. Legal analysis of reported and unreported court cases are the research methods used.

Source of Finance: None

Current Status of Project: Research began in August 1983 and it has been completed. The results remain to be analyzed. The project will be completed in August 1984. Publication of an article is planned.

173. LABOUR POLICY, COLLECTIVE BARGAINING AND STATUTORY WORKS COUNCILS IN CANADA R.J. Adams (Department of Commerce, McMaster University)

Objects and Methods: The object of the research is to compare and assess the dynamics of Wagner-style collective bargaining with statutory works councils either implemented (i.e. plant shutdowns) or recommended (i.e. technological change).

Source of Finance: Macdonald Commission (Royal Commission on the Economic Union and Development Prospects for Canada)

Current Status of Project: Research began in the Fall of 1983 and is expected to be completed in the Summer of 1984. Publication by the McDonald Commission is expected.

174. LABOUR RELATIONS BOARD REMEDIES IN CANADA Robert Kerr (Faculty of Law, University of Windsor)

Objects and Methods: The object of the research is to write a treatise on the remedial powers of the Canadian Labour Relations Board and the use of those powers by them. Review of relevant legislation and labour board decisions was conducted.

Source of Finance: Ontario Law Foundation; University of Windsor; and Self

Current Status of Project: Research began in September 1982 and the review of legislation and writing of the text based on that review is about 2/3 completed. The current objective for completion is during 1985. Publication of a book is planned subject to acceptance by a publisher.

175. THE LEGISLATION ENVIRONMENT OF LABOUR - CAPITAL CONFLICT IN CANADA S. McBride (Department of Political Studies, Lakehead University)

Objects and Methods: The objects of the research are to outline and explain shifts in labour relations, legislation in Canada. Documentary analysis and some interviews are the research methods being used.

Source of Finance: None

Current Status of Project: Research began in September 1983 and is half completed. The project is to be completed in the Summer of 1985. Publication of journal articles is planned.

176. MANDATORY RETIREMENT AND PERSONNEL POLICIES Morley Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to determine the impact on personnel policies of a legislated ban on mandatory retirement. Theoretical research and literature review were the methods used.

Source of Finance: None

Current Status of Project: Research began in 1982 and has been completed. It has been published under the above title in the Columbia Journal of World Business, Vol. 23, No. 2, Summer 1983, pp. 8-15.

177. LE RECOURS EN CAS DE CONGÉDIEMENT SANS CAUSE JUSTE ET SUFFISANTE Me Gaston Descoteaux (surveillant) et Pierre Laporte (Université du Québec à Trois-Rivières)

Buts et méthodes: l'étude a pour but l'analyse jurisprudentielle du contentieux entourant le nouveau recours à l'encontre d'un congédiement sans cause juste et suffisante, instauré par les articles 124 à 135 de la Loi sur les normes du travail. L'étude de la jurisprudence a été la méthode utilisée.

Source de financement: aucune

Stade actuel des travaux: les travaux ont été mis en chantier en août 1983 et leur achèvement est prévu pour novembre 1984. Les résultats seront publiés probablement sous la forme d'un livre.

178. REGIONAL VARIATIONS IN WORKSHARING: THE CASE OF NEWFOUNDLAND Graeme Lang (Sir Wilfrid Grenfell College)

Objects and Methods: This is a study of the use of the Federal Worksharing Program in Newfoundland and is compared with other regions. Interviews and statistical data from Employment and Immigration Canada were the data sources used.

Source of Finance: Memorial University of Newfoundland

Current Status of Research: Research began in the Fall of 1982 and was completed by the Spring of 1984. Publication of a journal article is planned.

179. REVISION OF OCCUPATIONAL HEALTH AND SAFETY TECHNICAL REGULATIONS
B. Whitfield (supervisor, Director, Policy, Planning and Administration Division), New Brunswick Occupational Health and Safety Commission, Legislation and Regulation Sub-Committee (B. Davidson, Ed Levert and Alan Young, members) and F. McGinn (Secretary to the Sub-Committee)

Objects and Methods: The object of the research is to review and revise New Brunswick's Occupational Health and Safety Act and Regulations. Comparative analysis of other jurisdictions inside and outside Canada and written briefs and hearings documentation are the research methods used.

Source of Finance: New Brunswick Occupational Health and Safety Commission

Current Status of Project: Research began in June 1981 and is in progress. It will be completed in stages, commencing early in 1984. Publication of revised regulations is planned.

180. THE SCIENTIFIC - TECHNICAL REVOLUTION AND SOVIET LABOUR LEGISLATION
Y.I. Luryi (Faculty of Law, University of Western Ontario)

Objects and Methods: The object of the research was to outline the availability of manpower in the Soviet Union since the end of the 1920's. This research forms part of a cooperative research project involving a number of institutions and individuals.

Source of Finance: Contract from the National Council for Soviet and East European Research

Current Status of Project: The overall research project has been completed and published in the series Pergamon Policy Studies on International Politics titled, "Soviet and East European Law and the Scientific - Technical Revolution" edited by Gordon B. Smith, Peter B. Maggs and George Ginskurgs, Pergamon Press, 1981. This particular research appears as Chapter 8 in the above noted book.

181. SERVICE CIRCLES IN GOVERNMENT John E. Kersell (Department of Political Science, University of Waterloo)

Objects and Methods: The object of the research is to evaluate the applicability of the concept of quality circles to the public sector. Research methods involve surveying the relevant literature and in-depth interviews.

Source of Finance: Unknown

Current Status of Project: Research began in mid-1983 and the first draft of a general paper has been done. The project is expected to be completed in 1985. Publication of an article is planned.

182. SEXUAL HARASSMENT IN EMPLOYMENT P. Andiappan (Faculty of Business Administration, University of Windsor)

Objects and Methods: The object of the research was to analyze Human Rights Boards of Inquiry decisions. An analysis of the decisions was carried out.

Source of Finance: Self

Current Status of Project: Research began in 1983 and has been completed. Publication of conference proceedings is expected.

183. SIX AND FIVE - PART GRANDSTANDING AND PART GRAND PLAN Gene Swimmer School of Public Administration, Carleton University)

Objects and Methods: The object of the research was to demonstrate that the Federal Wage Controls had little to do with restraint and more to do with grandstanding. Secondary sources were used.

Source of Finance: Self

Current Status of Project: Research began in September 1983 and was completed in April 1984. It has been published in How Ottawa Spends 1984, A. Mascove, editor, Methuam: 1984.

184. SKILLS DEVELOPMENT LEAVE FOR WORKING CANADIANS TOWARDS NATIONAL STRATEGY R.J. Adams (Department of Commerce, McMaster University)

Objects and Methods: The object of the study was to reconsider the report of the Commission on Educational Leave (Education and Working Canadians) in light of the development of the new National Training Policy.

Source of Finance: Employment and Immigration Canada

Current Status of Project: Research has been published by Employment and Immigration Canada in 1983.

185. LES SOURCES ET DIFFICULTÉS DES RECOURS EN CAS DE CONGÉDIEMENT (QUÉBEC). Rodrigue Blouin (Département des relations industrielles, Université Laval).

Buts et méthodes: inventorier les lois et règlements de la doctrine pertinente et en faire la synthèse afin d'identifier quels sont les recours dont dispose un salarié congédié et quel est le degré d'homogénéité entre ces recours.

Source de financement: aucune

Stade actuel des travaux: c'est en avril 1983 que ces travaux ont commencé et ils se sont terminés en mai 1984. Deux communications sur le sujet sont prévues.

186. SPORTS AND THE LAW IN CANADA J. Barnes (Faculty of Law, Carleton University)

Objects and Methods: The object of the research was to analyze legal issues in the organization of Canadian sports including employment relations in professional sports. Analysis of primary and secondary legal sources was conducted, as well as the use of American statutes and case law on antitrust, contractual and labour law aspects of professional sport.

Source of Finance: Carleton University

Current Status of Project: Research began in 1976 and was published in 1983 as an introductory textbook (Toronto: Butterworths, 1983).

187. STATE AND UNEMPLOYMENT IN NORTH AMERICA U. Sautter (Department of History, University of Windsor)

Objects and Methods: The objects of the study are to clarify the reasons why the state assumes the major role in combatting unemployment as well as to trace the historical stages. Literary sources, personal papers and an interpretation of administrative sources are the methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: This program started in 1977. It is now well advanced. It is expected to be completed by 1985. Articles and possibly a book have been planned from the research.

188. USING THE LONGITUDINAL STRUCTURE OF EARNINGS TO ESTIMATE THE EFFECTS OF TRAINING PROGRAMS Orley Ashenfelter and David Card (Industrial Relations Section, Princeton University)

Objects and Methods: The object of this research is to provide methods for estimating the effects of government-sponsored training programs. The principle research method is the statistical analysis of longitudinal (time-series cross-section) data.

Source of Finance: SRI International; Industrial Relations Section, Princeton University

Current Status of Project: Research began in September 1983 and it is to be completed in September 1984. Publication of journal articles is planned.

189. WORKERS' COMPENSATION T.G. Ison (Osgoode Hall Law School, York University)

Objects and Methods: The object of the research was to produce a legal text on the law relating to workers' compensation in Canada. The research methods used were library research, experience, reviews of Workers' Compensation Board documents, correspondence and interviews.

Source of Finance: Butterworths

Current Status of Project: The project began in 1980 and is completed. The text was published by Butterworths in 1983.

E.

WAGES AND OTHER COMPENSATION
LES SALAIRES ET LES AUTRES INDEMNITÉS

190. ACTUAL RECRUITING RATES FOR 1984 UNIVERSITY AND COMMUNITY COLLEGE GRADUATES J. MacMillan (Operations Manager, Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The report presents actual recruiting rates for university and community college graduates. It is a companion study for the report on anticipated recruiting rates. The method of research is telephone interview with personnel specialists in Canada.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: This report is produced each year in both English and French as Report No. 140 of the Pay Research Bureau.

191. ANALYSIS OF FEDERAL PUBLIC SERVICE COLLECTIVE AGREEMENTS, JANUARY 1983 L. Sarramegna (supervisor, Pay Research Bureau, Public Service Staff Relations Board.)

Objects and Methods: The study was aimed to provide detailed information on the substance and incidence of clauses contained in Federal Public Service collective agreements. The study is based on an agreement coding system specifically designed for provisions contained in Federal Public Service agreements. It is published on an annual basis.

Source of Finance: Pay Research Bureau, Public Service Staff Relations Board

Current Status of Project: The research began in 1983 and has been completed in English and French. Pay Research Bureau Report No. 130-83 was published in November 1983.

192. ANALYSIS OF INCOME DISTRIBUTION AND INEQUALITY BY EDUCATION AND SEX IN CANADA Camilo Dagum (Department of Economics, University of Ottawa)

Objects and Methods: The object of the research is to discuss the main forces accounting for the generation and distribution of income; the income inequality concepts and measurements; the application of this theoretic framework to the Canadian income distribution by sex and education from 1965 to 1981. Econometric methods and socioeconomic analysis techniques were used.

Source of Finance: Labour Canada - University Research Program grant and the University of Ottawa

Current Status of Project: Research began in May 1983 and is expected to be completed in June 1984. Publication of the research will appear as a Chapter in a book on Advances in Econometrics.

193. THE ANALYSIS OF WAGE STRUCTURES W. Simpson (Department of Economics, University of Manitoba)

Objects and Methods: The objects of the research are to investigate the determinants of wage structure, emphasizing union-nonunion differentials. The research has been primarily empirical.

Source of Finance: Labour Canada, Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research began in 1978. Analysis of the Labour Canada Wages Survey has been completed. An article will be published in the Canadian Journal of Economics (November 1984).

194. ANTICIPATED RECRUITING RATES FOR 1985 UNIVERSITY AND COMMUNITY COLLEGE GRADUATES J. MacMillan (Operations Manager, Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The report presents the anticipated recruiting rates and requirements for university and community college graduates. The research method used is telephone interviews with compensation personnel in Canada.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: This report is produced each year in both English and French as Report No. 141 of the Pay Research Bureau.

195. BENEFITS AND WORKING CONDITIONS IN THE PUBLIC SERVICE OF CANADA D.J. Laferrière (Operations Manager) et al. (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The report presents information on the benefits and working conditions in the Public Service of Canada. The research involved an examination and analysis of collective agreements, legislation and regulations governing employees in the Public Service of Canada.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: The report has been published in English and French as Report No. 123-83 of the Board.

196. COMPENSATION DATA SOURCEBOOK - FOURTH EDITION James G. Frank (supervisor) and Robert Du Broy (The Conference Board of Canada)

Objects and Methods: The object of the research was to provide a reference tool with key word index and detailed publication descriptions covering 60 continuing surveys of salaries, benefits and working conditions. The history of the survey is researched, the latest four editions are compared on the basis of variations in samples and respondents, the current edition and its questionnaire are examined in terms of geographic, industrial, occupational and compensation dimension coverage. Survey descriptions reviewed by the surveying organization prior to publication were used.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: Research began in June 1982 and was published in January 1984. Publication was in the form of a 3-ring binder with tab-divided sections.

197. COMPENSATION OF POLICE AND FIRE SERVICES M. Thompson (ed., Faculty of Commerce and Business Administration, University of British Columbia), G. Swimmer (ed., School of Public Administration, Carleton University) and E.G. Fisher (Department of Industrial and Legal Relations, University of Alberta)

Objects and Methods: The objects of the research are to look into the police-fire wage parity controversy both in terms of arbitral jurisprudence and its nature and extent and to investigate empirically, determinants of police and firefighters' salaries. Content analysis of collective agreements, interviews, survey questionnaires and regression analysis of data are the research methods used.

Source of Finance: Institute for Research on Public Policy

Curent Status of Project: Research began in October 1981 and is one-third completed. It is scheduled for completion in the Summer of 1982. The research results will be published as a Chapter in the book, Conflict or Compromise: Public Sector Industrial Relations by E.G. Fisher.

198. THE DISEMPLOYMENT EFFECT OF A MINIMUM WAGE RATE S. Sharir (Department of Economics, University of Alberta

Objects and Methods: The object was to develop a model in which the impact of a minimum wage rates on hours per worker and the number of workers can be deduced, and to test it. The model provides a new dimension to the disemployment effect and can explain the popularity of minimum wage rates. The model was suitable to explain the impact of the minimum wage rate legislation, union affected wage rate and equal pay legislation. Time series data of the hotel industry in Alberta was used to test the short and long-run hypotheses of the model.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: The project began in September 1978 and was completed. A paper entitled, "More on the Disemployment Effect of the Minimum Wage: A (Somewhat) Different View" was presented at the 18th annual meeting of the Canadian Economic Association, May 1984. Project will appear as Discussion Paper No. 84, and is available from the Department of Economics, University of Alberta. A journal paper is now planned.

199. ECONOMIC ANALYSIS OF THE STRUCTURE OF CANADIAN WAGES Wayne Simpson (Institute for Social and Economic Research, University of Manitoba)

Objects and Methods: The object of the research is to analyze the size and structure of Canadian wage differentials with respect to such relevant factors as occupation, union status, sex, industrial characteristics, establishment size, geographical location and local labour market conditions. Data on industrial characteristics and local labour market conditions were merged with the Labour Canada Survey and Wages and Working Conditions.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in 1982 and is near completion. Publication of a report is planned.

200. THE EFFECTS OF MINIMUM WAGE ON EMPLOYMENT AND LABOR FORCE PARTICIPATION IN THE PROVINCE OF QUEBEC. (LES EFFETS DU SALAIRE MINIMUM SUR LE TRAVAIL ET LA PARTICIPATION DES TRAVAILLEURS AU QUÉBEC) Jacques Mercier (Département des relations industrielles, Université Laval)

Buts et méthodes: analyse économétrique pour une thèse de doctorat déposée à la University of Illinois at Champaign-Urbana.

Source de financement: Université Laval

Stade actuel des travaux: Commencées en 1980, ces recherches sont maintenant terminées et des articles seront publiés.

201. EMPIRICAL MODELS OF WAGE INDEXATION PROVISIONS IN MAJOR UNION CONTRACTS David Card (Industrial Relations Section, Princeton University)

Objects and Methods: The objects of the research are to describe indexation provisions in union contracts, and to formulate and test models of cost-of-living escalation provisions. Statistical analysis of indexed labour contracts from the Canadian manufacturing sector were used.

Source of Finance: Social Sciences and Humanities Research Council of Canada; Social Science Research Council (USA)

Current Status of Project: Research began in 1980 and was essentially complete as of December 1983. A previously published article appeared in Industrial and Labor Relations Review (October 1983) and an article is forthcoming in the Journal of Political Economy.

202. EMPLOYEE BENEFITS AND WORKING CONDITIONS IN CANADA, 1982
D.J. Laferrière (Operations Manager) et al. (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The publication presents for general readership, highlights of studies on the prevalence, characteristics and expenditures pertaining to employee benefits and working conditions undertaken by the Bureau in organizations outside the Public Service of Canada. An examination and analysis of the Bureau's January 1982 Survey on Benefits and Working Conditions outside the Public Service of Canada was the research method used.

Source of Finance: Pay Research Bureau, Public Service Staff Relations Board

Current Status of Project: The project started in November 1980 and was completed in March 1981. It is published as Report No. 122-80 in English and French.

203. EMPLOYMENT AND WAGE COMPENSATION PRACTICES OF SELECTED NON-UNION FIRMS IN ALBERTA Nick Frans (Planning and Research Branch, Alberta Department of Labour)

Objects and Methods: The object of the research was to obtain information required for assessment of the impact of current economic conditions on employment and wage compensation practices of non-union firms in the province of Alberta. A tabular analysis of average percentage wage increases by industry, size of firm and time period affecting employment, as well as specific measures affecting employment and/or income of their employees was developed. Data was obtained by survey of selected firms throughout Alberta.

Source of Finance: Alberta Department of Labour

Current Status of Project: Research began in August 1982 and was completed in August 1982. There are no plans for publication of research results.

204. ESTIMATION OF WAGE-BENEFIT TRADE-OFFS IN COLLECTIVE AGREEMENTS
M. Gunderson and J. Anderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object was to empirically estimate any trade off that may be involved between wages and non-wage benefits in collective agreements. Regression analysis with data from individual collective agreements was used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The project was started in early 1977 and has been completed.

205. THE IMPACT OF INFLATION ON THE DETERMINATION OF THE SMALLEST MEANINGFUL PAY INCREASE: A CROSS-NATIONAL ANALYSIS E. Miller and J. Fossum (supervisors, University of Michigan) and R.J. Cattaneo (Faculty of Business Administration, University of Windsor)

Objects and Methods: The object of the research is to test a theoretical model of the determinants of the smallest pay increase that is meaningful to an employee, with special emphasis upon the impact of inflation on this process. Samples of employees will be taken from organizations operating in Canada, the United States, Argentina and Venezuela. Questionnaires will be used to collect the data.

Source of Finance: University of Windsor Research Board

Current Status of Project: Research began in 1980 and data collection will be completed during 1984. The project is expected to be completed in late 1984 or early 1985. A doctoral dissertation and journal articles will result from the research.

206. THE IMPACT OF NON-WAGE BENEFITS ON UNIONIZATION IN CANADA
Pierre Siklos (Department of Economics, Wilfrid Laurier University)

Objects and Methods: The object of the research was to explain why union contracts appeared to have a higher share of non-wage (fringe benefits, for example) benefits relative to total compensation than non-union contracts. Unpublished Labour Canada data (1978 survey of Labour Costs); simultaneous equations methods as well as the Probit and Logit techniques were employed.

Source of Finance: Wilfird Laurier University

Current Status of Project: Research began in 1981 and has been completed. Publication of an article is expected to be forthcoming in Journal of Labor Research.

207. INCOME INEQUALITY MEASURES Camilo Dagum (Department of Economics, University of Ottawa)

Objects and Methods: The object of the research is to conduct a survey of income inequality measures and properties. Analytic research methods were used.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: Research began in 1982 and has been completed. It has been published in the Encyclopedia of Statistical Sciences, John Wiley and Sons, Vol. IV, 1983, pp. 34-40; edited by S. Kotz and N. L. Johnson.

208. INCOME POLICIES IN AUSTRALIA, CANADA AND THE UNITED STATES Professor Mahmood A. Zaidi (Industrial Relations Centre, University of Minnesota)

Objects and Methods: The object of the research is to examine the role of incomes policies in reducing the rate of change of wages, below what they otherwise would have been both during and after the income policies using multiple regression analysis.

Source of Finance: Graduate School of the University of Minnesota

Current Status of Project: Research began in the Fall of 1983 and a preliminary draft is being completed. It is to be completed during the 1984-85 academic year. Publication of a journal article is planned.

209. MALE-FEMALE INCOME DIFFERENTIALS IN CANADA C. Dagum (Department of Economics, University of Ottawa)

Objects and Methods: This study purports to investigate the distribution of individuals by income groups for each sex and according to the socio-economic characteristics and number of weeks worked for the period 1967 to 1979. The author's model of income distribution (C. Dagum: "Inequality Measures Between Income Distribution," Econometrica, Vol. 48, No. 7, 1981, pp. 1791-1803) and inter-income distribution inequality measure are used. It is applied under both parametric and non-parametric assumptions.

Source of Finance: Labour Canada - University Research Program grant

Current Status of Project: The project began in September 1981 and it has been completed in June 1982. It has been published in the 1982 Business and Economics Statistics Volume of the Proceedings of the American Statistical Association, pp. 426-430.

210. PENSION INDEXING L.W.C.S. Barnes (Ottawa, Ontario)

Objects and Methods: The purpose of the research is to examine various aspects of pension indexing, for example costs, economic implications, index choice, etc.

Source of Finance: None

Current Status of Project: Research began in 1976 and is ongoing. Results are being published from time to time and reflected in briefs to Parliamentary Committees, Royal Commissions, etc.

211. PENSION REFORM - AN UNEXPLORED OPTION James V. Poapst (Faculty of Management Studies, University of Toronto)

Objects and Methods: The object of the research is to develop the case for a larger role for the voluntary component of the private retirement financing system, and a smaller role for pension plans. The existence of a social security net is assumed. Cost and benefit analysis, and economic and financial analysis were employed.

Source of Finance: Province of Ontario

Current Status of Project: Research began in June 1983 and a second draft is being done. Research is expected to be completed in June 1984. Publication of a book is planned.

212. THE PUBLIC - PRIVATE SECTOR COMPENSATION CONTROVERSY Morley Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to analyze the extent of and the reasons for compensation differences between workers in the private and public sectors. Theoretical research and literature review were the methods used.

Source of Finance: None

Current Status of Project: Research began in 1982 and has been completed. it was published as a Chapter in The Future of Public Sector Industrial Relations, edited by E. Swimmer and M. Thompson, Institute for Research on Public Policy, in press.

213. REMUNERATION OF ELECTED OFFICIALS, 1983 D.J. Laferrière (Operations Manager) et al. (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The object of the research is to provide information on the nature and amount of remuneration received by elected officials at the three prime levels of government in Canada. Questionnaire is sent to officials of government for completion and return.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: Research began in July 1983 and was published in February 1984. It has been published in English and French as Pay Research Bureau Reports No. 79-83 and No. 79F-83.

214. REPORT ON SALARIES, AUTOMATED PAY SURVEY PROGRAM - EXTRACTS J. MacMillan (Operations Manager) and several other compensation research officers (Pay Research Bureau, Public Service Staff Relations Board)

Objects and Methods: The report presents information on rates of pay for 18 occupational classes. It is a statistical presentation of salaries and wages for professional, technical, administrative support classes, effective March and August annually. Data were obtained through personal survey interviews.

Source of Finance: Public Service Staff Relations Board

Current Status of Project: It is a continuing project. Publication is planned as Report No. 74 and No. 77, effective March 1 and August 15, respectively. The report is produced semi-annually in both English and French.

215. RISE OF PRIVATE PENSIONS IN CANADA J. Stafford (Department of Sociology, Lakehead University)

Objects and Methods: The object of the research is to determine the forces influencing the rise of private pensions in Canada. Library research is used.

Source of Finance: Lakehead University

Current Status of Project: Research began in 1983 and is expected to be completed in 1985. Publication as a chapter in a book and a journal article are planned.

216. SEX DIFFERENCES IN THE RATES OF RETURN FROM HUMAN CAPITAL TO EARNINGS FOR MARRIED FULL TIME WORKERS IN THE CANADIAN LABOUR FORCE M. Boyd (supervisor) and M.D. Adsett (Department of Sociology, Carleton University)

Objects and Methods: The purpose of the research is to assess the impact of discontinuous work history on the returns to human capital for female workers compared to male workers by means of regression analysis.

Source of Finance: Carleton University

Current Status of Project: Research began in 1979 and was completed as an M.A. Thesis in the Fall of 1981. The M.A. Thesis may be obtained on loan from the Carleton University library.

217. THE SOCIAL EVALUATION OF COMPENSATION C. David Gartrell (Department of Sociology, University of Victoria)

Objects and Methods: The purpose is to understand how people assess the fairness of compensation (pay, fringe benefits) and working conditions and make comparisons with other persons or groups, in the economic context in which they work for a living. A field study was undertaken of blue-collar workers in Cambridge, Massachusetts, U.S.A., in the Department of Public Works. The author worked with, observed, and interviewed 98 workers, compiled wage data over a 30-year period from secondary sources, and made field notes.

Source of Finance: University of Victoria Faculty Research grants

Current Status of Project: Research began in 1977 and analyzing data on perceptions of fringe benefits and working conditions is ongoing. The project is to be completed in 1985. Two publications "On The Visibility Of Wage Referents", Canadian Journal of Sociology 7(2): 117-43, 1982 and "Relational and Distributional Models of Collective Justice Sentiments" in press, Social Forces. Interdependence and Inflation (Prepared for the Anti-Inflation Board) Ottawa: Supply and Services Canada, 1979, have been produced.

218. SPLINE FUNCTION ESTIMATES OF MALE-FEMALE WAGE PATTERNS OVER TIME AND THE IMPACT OF EQUAL PAY LEGISLATION M. Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the study is to analyze the trend and cyclical pattern of male-female wage differences and to test for a structural change in that pattern when equal pay legislation was enforced by means of Spline function regression analysis.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research began in November 1980 and was completed. A working paper detailing the research results has been produced.

219. WAGES AND WORKING CONDITIONS, BY OCCUPATION L. Tingley (Policy, Planning and Research Branch, Saskatchewan Department of Labour)

Objects and Methods: The object of this annual project was to provide an occupational wage rate data base for Saskatchewan. Mail survey of 2,000 firms covering 350 occupations is conducted. Wage rates were cross-tabulated by union status, sex, industry, firm size, geographic location, full-time and part-time. Research method used was a mail survey of over 1,100 firms covering more than 100,000 employees in approximately 300 occupations.

Source of Finance: Government of Saskatchewan primarily

Current Status of Project: Research began in 1974, the version containing 1983 data is being printed. Publication in book form is planned.

F.

MANPOWER AND OCCUPATIONS
LA MAIN-D'OEUVRE ET LES OCCUPATIONS

220. LES AGENCES PRIVÉES DE PLACEMENT J. Sexton, D. De Bellefeuille et R. Boulard (Département des relations industrielles, Université Laval)

Buts et méthodes: établir une relation entre les pratiques des agences de placement et les bénéfices nets encourus par les parties faisant l'objet de l'appariement.

Source de financement: les ministères du Travail et de la Main-d'oeuvre du Québec

Stade actuel des travaux: les travaux ont été terminés et un rapport remis à Travail Québec.

221. ANALYSIS OF SHORTAGES OF SKILLED LABOUR IN THREE BLUE COLLAR OCCUPATIONS IN THE MONTREAL METROPOLITAN AREA Michael R. Smith (supervisor) and Irène L. Lépine (Department of Administrative Science, Université du Québec à Montréal)

Objects and Methods: The objectives of the research are: 1) to first ascertain the existence and extent of shortages of tool and die makers, machinists and welders in the Montréal region over the 1974-1982 period; 2) to examine the distribution of shortages in various firms and some of the responses of employers to the problem; and 3) to review data available from Canada Employment Centres on vacancies. Extensive interviewing of a sample of 75 industrial firms was conducted.

Source of Finance: None

Current Status of Project: Research began in June 1983 and analysis of data and writing up of some results are being done. Research is expected to be completed in December of 1984. Publication of articles is planned.

222. AN ANALYSIS OF TURNOVER INTENT AMONG CANADIAN UNIVERSITY PROFESSORS R. Julian Cattaneo, P. Andiappan and Grace Yeung (Faculty of Business Administration, University of Windsor)

Objects and Methods: The object of the research was to explore the determinants of intent to leave among professors in Canadian Universities. A questionnaire was administered to a sample of professors at one Canadian university.

Source of Finance: University of Windsor Research Board

Current Status of Project: Research began in 1982 and has been completed. A paper was presented at the 20th Annual Meeting of the Canadian Industrial Relations Association, Vancouver, B.C., June 1983.

223. B.C. LABOUR MARKET INFORMATION 1982 Pieta Van Dyke and Patrick Stanton (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: The object of the research was a summary article describing the performance of the B.C. Labour Market during 1982. The article examines population, labour force, employment, unemployment, labour income, average weekly earnings and the Consumer Price Index in 1982.

Source of Finance: B.C. Ministry of Labour, Policy and Research Branch

Current Status of Project: The project has been completed and published in March 1982 in the Labour Research Bulletin of the B.C. Ministry of Labour.

224. CANADA'S STC: A COMPARISON WITH THE CALIFORNIA VERSION Frank Reid and Noah Meltz (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to compare the Canadian and California worksharing programs in terms of benefits to labour, management, government and society as a whole.

Source of Finance: Self

Current Status of Project: Research has been completed. A Chapter by the above title was published in Short-Time Compensation: A Formula for Worksharing, Martin Morand and Ramelle McCoy (eds.) New York: Pergamon Press, 1984, pp. 304-324.

225. CANADIAN VETERANS AND CIVIL RE-ESTABLISHMENT, 1915-1939 Desmond Morton (Department of History and Centre for Industrial Relations, University of Toronto) and Glenn Wright (Public Archives Canada)

Objects and Methods; The object, broadened from an earlier study more narrowly focussed on retraining and employment of the disabled, is to look at the complex of policies developed by the federal government, in consultation with veterans' organizations, to achieve the goal of "full re-establishment" after the First World War. Methods are basically archival, using records in the Public Archives of Canada and other collections in Canada and abroad.

Source of Finance: Canada Council (Killam Fellowship) and Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in July 1981 and is midway to completion. The research is expected to be completed in 1986. A booklength manuscript will be accepted by the University of Toronto Press after the delivery of the Goodman Lectures in 1985.

226. COAL MINE LABOUR ON VANCOUVER ISLAND IN THE 19th CENTURY H.K. Ralston (Department of History, University of British Columbia)

Objects and Methods: The purpose is to examine recruitment, labour relations and working conditions in Vancouver Island coal mines since 1849. Traditional historical research methods were used, concentrating on material in the HBC Archives in Winnipeg.

Source of Finance: Social Sciences and Humanities Research Council of Canada (1977-80), Self (1980-84)

Current Status of Project: The preliminary research began in 1978-79 and is ongoing. Two conference papers have been presented and one article has been published in Company on the Coast, ed. E.B. Norcross, Nanaimo Historical Society, 1983. Two additional articles are in preparation.

227. CONCEPTUAL ISSUES IN THE EVALUATION OF WORK SHARING IN CANADA Frank Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: This study provides a theoretical framework for assessing the costs and benefits of the STC program and includes a critique of the California evaluation.

Source of Finance: Employment and Immigration Canada

Current Status of Project: The research was completed in February 1983. A Discussion Paper was distributed by Employment and Immigration Canada. A journal article is also possible from the research results.

228. CONSTRUCTION INDUSTRY ADVISORY COUNCIL MANPOWER FORECASTING PROJECT Construction Industry Advisory Council, Manpower Committee (supervisor) and Paul Stoll (B.C. Ministry of Labour)

Objects and Methods: The object of the research is to produce a forecast of construction labour market conditions including demand and supply estimates. The system will be capable of testing alternative assumptions - sensitivity analysis. Emphasis is given to the degree of labour utilization by industry. The research methods used were a model of construction industry labour markets supported by data obtained from builders and unions via surveys.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: The research began in June 1983 and is to be completed in the Summer of 1984. Publication of a report issued by the Construction Industry Advisory Council is planned.

229. CONTINUING EDUCATION NEEDS OF PHYSICIAN ADMINISTRATORS J. Barnsley, T. Myers and P. Leatt (Faculty of Medicine, University of Toronto)

Objects and Methods: The objects of the research are to obtain demographic and professional background data on physician administrators; to identify knowledge and skill areas considered important for continuing education; and to compare physician administrator responses to those of non-physician administrators. Secondary analysis of data obtained from questionnaire survey conducted for the Canadian Health Administrator Study were used.

Source of Finance: Unknown

Current Status of Project: Research began in December of 1983 and is expected to be completed in September 1984. Publication in Health Administration journals is planned.

230. CO-PRODUCTION: AN ALTERNATIVE APPROACH TO PUBLIC SECTOR EFFICIENCY Mark Sproule-Jones (McMaster University)

Objects and Methods: The object of the research was to examine the cost effectiveness of substituting volunteers for professionals in delivery of public services. Budget data, effectiveness indicators and cost effectiveness techniques were used.

Source of Finance: McMaster University

Current Status of Project: Research began in January 1983 and was completed in February 1984. It has been published in monograph form and several articles are expected.

231. CRITICAL TRADES SURVEY, PHASE III Lee Doney (supervisor) and Kevin Gudgeon (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: The object of the research was to provide occupational data to be used in forecasting employment and training needs. This survey was first implemented in 1979 as a pilot survey (Phase I). Phase II was commissioned in 1980. Phase III collected information from employers in retail, wholesale, college, university, hospital and transportation sectors. Employer-based survey methodology was used.

Source of Finance: B.C. Ministry of Labour, Policy and Research Branch

Current Status of Project: The project was completed in 1983 and published as a separate report.

232. CURRENT LABOUR MARKET TRENDS AND ANALYSES S.F. Kaliski (Department of Economics, Queen's University)

Objects and Methods: The objects of this research are to survey and discuss current and recent trends in labour market behaviour and trends in the analysis of it. Library research was used and the analysis of concurrent joint empirical work.

Source of Finance: Social Sciences and Humanities Research Council of Canada (Via CEA); Royal Commission on the Economic Union; and private funding

Current Status of Project: The research began Winter-Spring 1983 and is now under revision. It is expected to be completed in September 1984. Publication of an article "Why Must Unemployment Remain So High?" is forthcoming in *Canadian Public Policy*, May 1984, and additional articles are likely.

233. DEMOGRAPHIC ANALYSIS OF UNEMPLOYMENT IN CANADA P. Krishnan (supervisor) with the assistance of Eddie Ng (Department of Sociology, University of Alberta)

Objects and Methods: The objects of the research are to estimate the components of unemployment in Canada and to develop a system of model tables for future prediction purposes. Demographic methodology and regression techniques were used.

Source of Finance: Social Sciences and Humanities Research Committee of the University of Alberta

Current Status of Project: Research began in July 1982. Some preliminary analysis has been done and two reports were presented at the annual meetings of the Canadian Population Society (1983 and 1984). Research is expected to be completed sometime in 1985. Publication in the form of journal articles is planned.

234. DEMOGRAPHIC ANALYSIS OF UNEMPLOYMENT IN MEXICO P. Krishnan (Department of Sociology, University of Alberta)

Objects and Methods: The object of the research was to develop estimates of unemployment free working life, patterns (by age) of unemployment and alternate estimates of working life in Mexico. Demographic methods (e.g., life table technique) were used.

Source of Finance: Facilities provided by El Colegio de Mexico and sabbatical support from the University of Alberta

Current Status of Project: Research began in 1982 and has been completed. Publication of a journal article is planned.

235. EARLY SCHOOL LEAVERS IN SASKATCHEWAN - A PRELIMINARY STUDY Walter Pawlovich, Bikkar S. Randhawa and Sonia Cipywnyk (Department of Educational Psychology, University of Saskatchewan)

Objects and Methods: The objects of the research was to determine the early-school leaving rate in Saskatchewan; to determine reasons for early-school leaving and to formulate recommendations. General survey and case study techniques were used to gather data.

Source of Finance: Department of Education, University of Saskatchewan, and Saskatchewan Trustees Association

Current Status of Project: Research began in 1982 and has been completed. The report has already been issued and is obtainable from Department of Educational Psychology and Saskatchewan Trustees Association.

236. AN ECONOMETRIC ANALYSIS OF THE EFFECTS OF LABOUR MARKET RATIONING ON HOUSEHOLD LABOUR SUPPLY T.J. Wales (supervisor) and D.L. Ryan (Department of Economics, University of Alberta)

Objects and Methods: The object of the research was to examine the effect of constraints on the number of hours worked by male or female labour supply and household goods consumption. Microeconomic theory of consumer behaviour was used to derive demand functions for leisure which are econometrically estimated jointly for constrained and unconstrained households using the maximum likelihood technique.

Source of Finance: Unknown

Current Status of Project: Research began in 1981 and was completed in 1983. Publication of journal articles is planned.

237. ECONOMIC COSTS OF EMPLOYMENT DISCRIMINATION Naresh C. Agarwal (Faculty of Business, McMaster University)

Objects and Methods: The objects of the research are to develop a conceptual framework for assessing economic costs of employment discrimination and to review the available empirical studies on the subject. Qualitative and analytical methods were applied as well as library research.

Source of Finance: Partial funding from National Commission on Equality of Employment in Crown Corporations

Current Status of Project: Research began in September 1983 and a first draft is completed. The research is to be completed early in 1985. Publication of a journal article is planned.

238. ECONOMIC EVALUATION OF JOB CREATION PROGRAMS IN CANADA Keith Acheson (supervisor) and Surendra Gera (Labour Markets Group, Economic Council of Canada)

Objects and Methods: The object of the research was to examine the efficiency basis and employment impacts of Employment Tax Credit Program in Canada. OLS regression and logit analysis were used.

Source of Finance: Economic Council of Canada

Current Status of Project: Research began in March 1981 and has been completed. An Economic Council Study was produced and journal articles are planned. A Ph.D. degree was awarded on the subject by the Economics Department of Carleton University.

239. THE EFFICIENCY OF THE INTERPROVINCIAL MIGRATION OF TRAINED MANPOWER
W.L. Marr, D.J. McCready and F.W. Millerd (Department of Economics, Wilfrid Laurier University)

Objects and Methods: The object of the research is to examine, for specific occupational groups, the relationship between interprovincial migration rates and interprovincial income differences. The 1971 census data are used to determine both migration rates and income differences. Special tabulations of occupational migration rates are available.

Source of Finance: Wilfrid Laurier University and Canada Council

Current Status of Project: A Wilfrid Laurier University Research Report is available and an article appeared in the Canadian Journal of Regional Science, IV, 2, Autumn 1981.

240. ENLISTMENT MOTIVATION: ISSUES IN MEASUREMENT AND MEANING
Major E.E.D. Mullin (Military Leadership and Management Department, Royal Military College of Canada)

Objects and Methods: The object of the research was to examine some of the major measurement and interpretation issues in enlistment motivation using conceptual analysis.

Source of Finance: None

Current Status of Project: Research began in 1983 and has been completed. Publication of the research in the proceedings of NATO Symposium on motivation and morale is planned.

241. ETHNIC GROUPS AND JOB OPPORTUNITIES J.G. Reitz (Department of Sociology, University of Toronto)

Objects and Methods: The object of the research is to study the impact of ethnic occupations and work domains on job opportunities by mean of survey methodology.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in 1977 and the data analysis and report writing is currently being done. It is expected to be completed in 1984. Publication of journal articles is planned.

242. L'EXPLORATION DE VARIABLES PSYCHOLOGIQUES ET SOCIO-ÉCONOMIQUES RELATIVES AU CHOIX ET AU TRANSFERT DE SECTEUR ORGANISATIONNEL: UNE ÉTUDE LONGITUDINALE COMPARATIVE CHEZ DES M.B.A. QUÉBECOIS Y. Bordeleau et R. Haccoun (co-directeurs de thèse) et B. Fabi (Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières)

Buts et méthodes: l'objectif de ce projet est de déterminer, à partir de contacts téléphoniques, de questionnaires et d'analyses statistiques, si les profils psychologiques et socio-économiques des ressources humaines dans les secteurs privé et public sont comparables. L'étude a permis d'identifier les variables psychologiques ayant une influence majeure sur le choix et le transfert de secteur organisationnel.

Source de financement: la Direction générale des études supérieures (D.G.E.S.)

Stade actuel des travaux: commencés en 1978, les travaux sont maintenant terminés et ils ont déjà été publiés dans une thèse de doctorat soutenue avec succès en novembre 1981 à l'Université de Montréal. Un article paraîtra dans le prochain numéro de Relations industrielles (été 1984).

243. FORECASTING INDUSTRIAL EMPLOYMENT IN BRITISH COLUMBIA R.A. Holmes (Faculty of Business Administration, Simon Fraser University)

Objects and Methods: The object of the research is to develop a leading indicator of the B.C. economy for use in Forecasts of B.C. industrial employment. Box Jenkins time series models, econometrics analysis, and leading indicator analysis are the research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada and Simon Fraser University

Current Status of Project: The research began in 1980 and is partly completed. Publication of journal articles is planned.

244. HIRING CLAIMS EXAMINER EMPLOYEES John S. McIntyre (Department of Psychology, University of Manitoba)

Objects and Methods: The objects of the research were to develop standard procedures for hiring claims examiner employees that would match person-to-job well, to increase worker satisfaction and productivity, and to reduce turnover. The administration of a test battery to existing claims employees along with evaluations of employees by their supervisors was undertaken. Multivariate correlational techniques were used to evaluate combinations of tests.

Source of Finance: Great West Life Assurance Company

Current Status of Project: Research began in November of 1982 and has been completed. Publication is planned but not for general distribution. A report will be presented to Great West Life.

245. JOB CHARACTERISTICS, MOTIVATION AND SATISFACTION OF PROFESSIONAL ACCOUNTANTS S.K. Saha (supervisor), Trim Shastri and Y. Gupta (Faculty of Business Administration, Memorial University of Newfoundland)

Objects and Methods: The purpose is to suggest how a job can be designed so that it is more satisfying for the job occupant. A questionnaire survey was used to collect data.

Source of Finance: Faculty of Business Administration, Memorial University of Newfoundland

Current Status of Project: The project began in September 1981 and has been completed. The findings have been presented to the Canadian Academic Accounting Association (CAAA) Conference in Vancouver, British Columbia, June 1983.

246. JOB CHARACTERISTICS OF PROFESSIONAL NURSES S.K. Saha (supervisor) and J.A. Dearness (Faculty of Business Administration, Memorial University of Newfoundland)

Objects and Methods: The objective is to assess the effects of job characteristics upon the performance, motivation and job satisfaction of professional nurses. A questionnaire survey and performance records were used.

Source of Finance: Faculty of Business Administration, Memorial University of Newfoundland

Current Status of Project: The project began in September 1981 and has been completed. The research has been presented to The Academy of Management Annual Conference, August 1983. A summary is appearing in The Academy of Management Proceedings, 1983. A journal article will be published soon.

247. JOB MOBILITY AND WAGE DETERMINATION IN THE PRESENCE OF SAMPLE SELECTION BIAS L.S. Osberg, R.L. Mazany (Department of Economics, Dalhousie University), R. Apostle (Department of Sociology and Social Anthropology, Dalhousie University) and D. Clairmont (Department of Public Affairs, Dalhousie University)

Objects and Methods: The object of the research is to determine whether the determinants of wages varied among different segments of the labour force and whether the possibility of job mobility influenced the wage. A survey of establishments and workers within those establishments in the Maritimes was conducted. Regression analysis was performed on the data, taking into account corrections for sample selectivity bias.

Source of Finance: Social Sciences and Humanities Research Council of Canada; Council of Maritime Premiers; Dalhousie University and Labour Canada

Current Status of Project: Research began in 1978 and the survey was taken in 1979. The estimation procedure started in 1983. A paper has been written and submitted for publication. A journal article is expected from the research results.

248. LABOR MOBILITY, INTERNAL MARKETS AND JOB-MATCHING: A COMPARISON OF THE ECONOMIC AND SOCIOLOGICAL APPROACHES Mark Granovetter (Department of Sociology, State University of New York at Stony Brook)

Objects and Methods: The objects of the research were to compare systematically the sociological and economic approaches to the study of Labour Markets, and to develop a sociological critique of the efficiency assumptions of recent work in labour economics. An analytic survey of recent theoretical and empirical literature was conducted.

Source of Finance: National Science Foundation

Current Status of Project: Research began in the Fall of 1982 and has been completed. Publication of an article with the above title is expected.

249. LABOUR MARKET BEHAVIOUR IN CANADA (1978-82) -- AN EXPLORATION WITH MICRO DATA C.M. Beach and S.F. Kaliski (Department of Economics, Queen's University)

Objects and Methods: Using newly available longitudinal and cross-sectional micro data on the Canadian labour force (principally AWPS), the object of this research is to investigate some unresolved and disputed questions relevant to policy.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research began in January 1981 and is expected to be completed in 1984. Two papers have been published, another submitted for publication, and more are expected.

250. LEGAL ASPECTS OF VOCATIONAL TRAINING IN THE USSR Y. Luryi (Faculty of Law, University of Western Ontario)

Objects and Methods: The purpose of the research is to examine the legal aspects of vocational training in the USSR.

Source of Finance: United States Council for Soviet and East European Research

Current Status of Project: The research is completed, forms part of the book, Law and Economic Development in the Soviet Union, Editors: Peter B. Maggs, Gordon B. Smith and George Ginsburgs, Westview Press, Boulder Colorado, 1982, pp. 55-85.

251. LINKING FIRMS' AND MACRO HUMAN RESOURCES PLANNING Noah M. Meltz (supervisor) and John H. Blakely (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to survey the literature on approaches to firm-level human resource planning (HRP) and macro HRP and to explore the possible way there could be an interaction between the two. Survey of literature and a theoretical exploration of the issues were used.

Source of Finance: Ontario Manpower Commission

Current Status of Project: Research began in the Summer of 1982 and has been completed. A monograph has been published by the Ontario Manpower Commission.

252. MANPOWER STUDY OF THE MINING INDUSTRY IN B.C. Tom Beynon, Michael Shoop and Robert Pfister (supervisors), Bruce MacDonald, Lynne Woelfle and Jean Saretsky (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: This research project was initiated by the B.C. government in conjunction with the Mining Association of B.C. and the federal government. The principal objective was to obtain occupational information pertinent to the development of manpower policy and to ensure public monies are allocated to education and training in an effective manner. A survey of all mining establishments in B.C. was conducted.

Source of Finance: B.C. Ministry of Industry and Small Business Development; B.C. Ministry of Labour; B.C. Ministry of Education; and Statistics Canada

Current Status of Project: Research began in July 1981 and has been completed. It was published in October 1983 in the form of two books - Report I and Report II.

253. MARITAL STATUS: DISCONTINUITY AND CHILDREN: IMPLICATIONS FOR FEMALE OCCUPATIONAL ATTAINMENTS M. Boyd (Department of Sociology, Carleton University)

Objects and Methods: The object of the research was to investigate the impact which leaving the labour force and which child bearing has on the process of occupational status attainment for four, ten year age groups of rather born women between 25-64. Regression analysis of the 1973 Canadian probability Survey was the research method used.

Source of Finance: Social Sciences and Humanities Research Council of Canada Leave Fellowship

Current Status of Project: The research began in 1983 and has been completed. Publication of a journal article is planned.

254. THE MEANING OF WORK AND THE REALITY OF UNEMPLOYMENT IN THE NEWFOUNDLAND CONTEXT Robert H. Hill (supervisor), C. Brown, G. Cake, J. Cag, D. MacDonald, and F. Southard (Department of Sociology, Memorial University of Newfoundland)

Objects and Methods: The objects of the research were to investigate the social and cultural meaning of work, employment and unemployment in Newfoundland and to analyze work activities and attitudes to work of the employed and unemployed. The research methods used were Community studies using ethnographic techniques and a questionnaire social survey.

Source of Finance: Federal Government and Provincial Government of Newfoundland

Current Status of Project: Research began in 1981 and it has been completed since February 1982. A monograph has been published by the Institute For Social and Economic Research (ISER).

255. LA MIGRATION DES TRAVAILLEURS QUÉBÉCOIS EN NOUVELLE-ANGLETERRE (1900-1930) Jacques Rouillard (Département d'histoire, Université de Montréal)

Buts et méthodes: par la technique de l'histoire orale, réaliser l'étude de la migration des travailleurs du textile aux États-Unis.

Source de financement: Conseil de recherches en sciences humaines

Stade actuel des travaux: commencés en 1982, ces travaux sont maintenant terminés et les résultats paraîtront dans un livre édité au Boréal Express.

256. MILITARY MANPOWER ATTRACTION: A REVIEW OF RESEARCH IN TTCP MEMBER NATIONS Major E.E.D. Mullin (Military Leadership and Management Department, Royal Military College of Canada)

Objects and Methods: The object of the research was to collect, synthesize and draw conclusions and implications from the literature on those forces impacting on individual's propensity to seek military membership. Literature review was used.

Source of Finance: None

Current Status of Project: Research began in 1979 and has been completed. Publication of a TTCP Report is planned.

257. LE NOUVEAU RÉGIME DE SÉCURITÉ D'EMPLOI DANS L'INDUSTRIE DE LA CONSTRUCTION AU QUÉBEC J. Sexton et C. Leclerc (Département des relations industrielles, Université Laval)

Buts et méthodes: à l'aide d'une étude documentaire et d'entrevues, présenter et analyser le nouveau règlement sur le placement des salariés dans l'industrie de la construction au Québec (A.C. 3282-77 tel qu'amendé).

Source de financement: Travail Canada

Stade actuel des travaux: les travaux ont été terminés, le rapport sera publié aux Presses de l'Université Laval en novembre 1984.

258. OCCUPATIONAL SEGREGATION: RESEARCH ISSUES AND DATA REQUIREMENTS
M. Boyd (Department of Sociology, Carleton University)

Objects and Methods: This study reviews the research on sex segregation of occupations with respect to three concerns: 1) levels of occupational segregation and changes over time; 2) correlates and consequences of occupational segregation; and 3) causes of occupational segregation. Data needs for Canadian analyses are assessed. Literature review covering primarily Canadian and American research was the method used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research started in 1982 and has been completed and published in Women and Work: Proceedings of a Conference, Social Sciences and Humanities Research Council of Canada, Ottawa, 1982, pp. 136-200.

259. PARTICIPATION RATE CHANGES IN CANADA IN THE EARLY 1980s Harvey Sims (Privy Council Office, Ottawa)

Objects and Methods: The objects of the research were to review and update the participation rate projections of the 1980 study, Labour Force and Participation Rate Growth in Canada. This study assessed the factors underlying the main patterns of change in participation rates in Canada since the 1950's and used this analysis to project future participation rate and labour force growth.

Source of Finance: Government of Canada

Current Status of Project: The research has been completed and the paper was published in Canadian Labour Markets in the 1980s. (Proceedings of a conference held at Queen's University at Kingston, February 25-26, 1983).

260. PERSONNEL NEEDS ANALYSIS OF HEALTH CARE FACILITIES IN MANITOBA
Terry Hercus (supervisor) and David West (Faculty of Administration Studies, University of Manitoba) with Don Dufort (Manitoba Health Organization)

Objects and Methods: The object of the research is to determine the present practices in human resource management in health care facilities in order to determine ways in which assistance can be provided. Telephone surveys (5 X 1 hour interviews) to 59 health care facilities - small and medium sized hospitals and long-term care facilities were used. (8000/20,000 employees in these facilities - 30% of total facilities.)

Source of Finance: Manitoba Health Organization

Current Status of Project: Research began in the Summer of 1982 and phases I & II have been completed, phase III is continuing. An article has been prepared for publication. Reports have been completed for the Manitoba Health Organization to aid them in directing their personnel services to identified needs.

261. PLANIFICATION DES RESOURCES HUMAINES Gilles Guérin, Jean-Yves Le Louarn et Thierry Wils (Département des relations industrielles, Université de Montréal)

Buts et méthodes: par l'analyse théorique et l'étude de cas, écrire un livre sur la planification des ressources humaines.

Source de financement: aucune

Stade actuel des travaux: quinze p. 100 du travail a été accompli depuis le début des recherches en 1983. Un livre est prévu après la fin des travaux en 1985-1986.

262. A PLANNING STUDY OF THE EASTEND SCHOOL DIVISION Earle Newton (supervisor), Joe Pyra (head), Kevin Wilson and Ruth Wright (Department of Education Administration, College of Education, University of Saskatchewan)

Objects and Methods: The object of the research was to review and to project for the next five years, enrollments, classroom and staffing needs, population trends, finances, professional staff, programs, student attitudes, and school community relationships. Interviews and questionnaires were methods used for research.

Source of Finance: Saskatchewan Department of Education and the School Division in question

Current Status of Project: The research began in the Fall of 1982 and was completed in December 1983. The report has been published in soft cover form and can be obtained from the School Division in question.

263. A PLANNING STUDY OF THE GULL LAKE SCHOOL DIVISION Earle Newton (supervisor), Joe Pyra (head), Kevin Wilson and Ruth Wright (Department of Education Administration, College of Education, University of Saskatchewan)

Objects and Methods: The object of the research was to review and to project for the next five years, enrollments, classroom and staffing needs, population trends, finances, professional staff, programs, student attitudes, and school community relationships. Interviews and questionnaires were methods used for research.

Source of Finance: Saskatchewan Department of Education and the School Division in question

Current Status of Project: The research began in the Fall of 1982 and was completed in December 1983. The report has been published in soft cover form and can be obtained from the School Division in question.

264. PROFESSIONAL ACCOUNTANTS IN CANADA M. Nelson (Wilfrid Laurier University) and P. Andiappan (Faculty of Business Administration, University of Windsor)

Objects and Methods: Part I of the research consists of testing Holland's personality theory in terms of intra-occupational career choice and success in the careers of accountants. Part II exposes the perceptions of male and female professional accountants relating to the roles of the females in the male dominated accounting profession. A questionnaire was used to gather relevant data.

Source of Finance: Bronfman Foundation-Seagram Senior Research Award

Current Status of Project: Research began in 1983, data collection is completed and in the process of analysis. Research is expected to be completed in the Fall of 1985. Publication of articles is planned.

265. REDUCING THE IMPACT OF UNEMPLOYMENT THROUGH WORK-SHARING: SOME INDUSTRIAL RELATIONS CONSIDERATIONS Frank Reid and Noah Meltz (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The object of the research was to assess the economic reasons for the rise and fall of government interest in work-sharing and the reaction towards worksharing of labour and management, both at the national organization and the local level.

Source of Finance: Self

Current Status of Project: The research has been completed. An article with the above title was published in the Journal of Industrial Relations, Vol. 25, June 1983, pp. 152-160.

266. REPENSER L'ÉVALUATION DU POTENTIEL HUMAIN G. Ouellet (surveillant) et Pierre Dionne (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: par une recherche action, réaliser une étude critique de la problématique d'évaluation du potentiel humain.

Source de financement: aucune

Stade actuel des travaux: les travaux ont débuté en 1979, et ont été terminés.

267. SEX DISCRIMINATION IN THE CANADIAN LABOUR MARKET AND THEORIES, DATA AND EVIDENCE Frank Reid and Morley Gunderson (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The objects of the research were to review the theoretical models of sex discrimination in the economics literature, to test model with empirical data and to draw implications for policy formulation.

Source of Finance: Women's Bureau, Labour Canada

Current Status of Project: The research has been completed. A study by the above title was published by the Women's Bureau, Labour Canada in 1983, pp. 77.

268. SOCIOECONOMIC INDEXES: MEASUREMENT AND CONCEPTUALIZATION ISSUES M. Boyd (Department of Sociology, Carleton University)

Objects and Methods: The object of the research is to construct a socioeconomic index of occupations for the total 1971 labour force. The impact of using this index versus one derived from the male labour force (the Blishen - McRoberts index) and the one derived from the female labour force (the Blishen - Carroll index) in studies of male-female inequalities is assessed using regression analysis.

Souce of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research began in 1982 and is expected to be completed in the Fall of 1984. Publication of a journal article is planned.

269. STEELWORKER FAMILIES: WORKPLACE, HOUSEHOLD AND COMMUNITY IN HAMILTON, ONTARIO June Corman, David Livingstone, Meg Luxton and Wally Seccombe (Department of Sociology, McMaster University)

Objects and Methods: The object of the research is to investigate the interrelations between the three spheres (paid work, domestic responsibilities and community):

a) as they are differently experienced by women and men and,

b) as they change with economic depression.

Survey, in-depth interviews and participant observation were the research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in June 1983, and data collection is mostly completed. The project is expected to be completed in August 1985. Publication of journal articles and a book is planned.

270. STUDENT SUMMER EMPLOYMENT Roy E.L. Watson (Department of Sociology, University of Victoria)

Objects and Methods: The object of the research is to determine the importance of paid employment in providing income to support students in attendance at the university. A sample of registering students are asked to complete an anonymous machine readable questionnaire.

Source of Finance: Student Society and Student Support Services, Uuniversity of Victoria

Current Status of Project: [illegible]earch has been conducted annually since the Summer of 1976. The current survey of early registering students begins July 9, 1984. Publication of mimeographed report is planned.

271. UNEMPLOYMENT, EMPLOYMENT AND NON-PARTICIPATION IN CANADIAN LABOUR MARKETS Keith Newton (supervisor), Abrar Hasan and Patrice De Broucker (Labour Markets Group, Economic Council of Canada)

Objects and Methods: The object of the research was to assess the validity of the turnover view of the labour market for Canada by means of a careful look at the distribution of unemployment and employment spells and an assessment of the impact of labour force withdrawals and discouragement from job prospects. Main source of data: the Labour Force Survey and data especially developed on gross flows and the derivation of "hazard functions" and use of regression analysis.

Source of Finance: Economic Council of Canada

Current Status of Project: Research began in 1981 and has just been completed. The study has been published by the Economic Council, and a few articles (one published in CJE, November 1982) are planned.

272. USING FORECASTING METHODS TO IMPROVE RECRUITMENT AND SELECTION PROGRAM COST AND BENEFIT RATIOS Tom Janz (Faculty of Management, University of Calgary)

Objects and Methods: The objects of the research are to develop and investigate computer based, interactive, models for gathering and demonstrating cost and benefit forecasts for selection programs. Field trials and simulation methods were used.

Source of Finance: NSERC

Current Status of Project: Research began in September 1982 and is nearing completion though some programming remains. It is to be completed in September 1984. Publication in the Journal of Forecasting and the Journal of Applied Psychology is planned.

273. WOMEN IN THE LABOUR MARKET Patrick Stanton (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: The object of this article was to examine the labour force participation, recent employment experiences, industrial and occupational distribution and income of women in the labour force. Statistics Canada data were used.

Source of Finance: B.C. Ministry of Labour, Policy and Research Branch

Current Status of Project: The research has been completed and published in September 1982 in the Labour Research Bulletin of the B.C. Ministry of Labour.

274. WOMEN IN THE QUEBEC COTTON INDUSTRY, 1891-1951 Gail Cuthbert Brandt (Department of History, Glendon College)

Objects and Methods: The objects of the research are to analyze the role of women in the development of the cotton industry in Québec and the impact of industrialization on their lives. Oral history, an analysis of Parish registers for Valleyfield and archival sources were the research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in 1979, and a manuscript is in preparation. It is expected to be completed in 1985. Publication of a book is planned.

G.

COMPOSITE AND MISCELLANEOUS
MIXTES ET DIVERSES

275. THE ACTORS IN THE CHRYSLER RECOVERY: A CRITICAL REVIEW AND ASSESSMENT Norman A. Solomon (supervisor) and Dan Shand (Faculty of Business Administration, University of Windsor)

Objects and Methods: A basic systems approach is used to analyze the roles of the various stakeholders contributing to the economic recovery of Chrysler Corporation - Special attention is focused on the strategic roles played by government and by organized labour. Archival research method was used.

Source of Finance: Faculty of Business Administration, University of Windsor

Current Status of Project: The research began in September 1983 and is now completed. Research results appear in the Proceedings of the 1984 Administrative Sciences Association of Canada (ASAC) (Policy Division) Meetings.

276. ADHERENCE TO PRESCRIBED EXERCISE John T. Partington (supervisor) and Greg Poole (Department of Psychology, Carleton University)

Objects and Methods: The object of the research is to design, administer, and evaluate the impact of a time management training manual written for people who have just received a fitness test, feedback, and fitness prescription. The manual is designed to enable clients to fit the prescribed exercise into their already busy lives. Data will be gathered within this experimental design by means of two weeks, 6 months, and 12 months follow-up telephone interviews, plus detailed personal interviews and fitness retesting for a subsample were used.

Source of Finance: Fitness Canada

Current Status of Project: Research began in March 1983 and the project was funded in April 1984. A revised manual and video orientation tape will be used beginning June 1, 1984. The first phase will be completed in March 1985, with a second follow-up in March 1986. Publication of articles in technical journals, papers at professional conferences and local talks are planned.

277. ALTERNATIVE TECHNOLOGY AND QUALITY OF LIFE Merling B. Brinkerhoff and Jeff C. Jacob (Department of Sociology, University of Calgary)

Objects and Methods: The object of the research is to explore selected social and social-psychological factors which influence persons to adopt alternative technology, i.e., what types of persons become "back-to-the-landers?" What are the factors which correlate with satisfaction? To what extent do people adopt alternative technologies? Initially, semi-structured interviews were completed on a relatively small sample in South-Eastern British Columbia and Southern Alberta; in 1983 a questionnaire was designed and sent out to over 800 respondents in Western Canada and the U.S. for which the response rate has exceeded 70%. Data are being processed and analyzed.

Source of Finance: University of Calgary Research Grants Committee

Current Status of Project: Interviews were conducted in 1982 and a questionnaire survey began in the Fall of 1983. Data have been keypunched and analysis is just beginning. A paper from the interviews has been published in Social Indicators Research, 1984. Publication of journal articles is planned.

278. APPLICATIONS OF CAPITAL BUDGETING TO PSYCHOLOGICAL UTILITY THEORY
S.F. Cronshaw (supervisor) and R.A. Alexander (Department of Psychology, University of Waterloo)

Objects and Methods: The object of the research is to apply finance-based decision models to utility estimation for various types of personnel interventions (e.g., selection, training). Theory development and computer simulation were used.

Source of Finance: University of Akron Faculty Grant and Psychology Department funds

Current Status of Finance: Research began in January 1983. Several papers have been completed and others are in progress. No date has been set for termination. Two papers have already been published, others were submitted and another is in preparation. Articles in major journals are expected.

279. ATTITUDES TOWARD FEMALE OFFICER CADETS: CHANGES OVER FOUR YEARS AT THE ROYAL MILITARY COLLEGE LCol D.A.L. Lefroy (supervisor) and LCdr G.W. Mains (Military Leadership and Management Department, Royal Military College of Canada)

Objects and Methods: The object of the research is to determine changes in the attitudes of male officer cadets towards female officer cadets over a four year program at RCM. Survey questionnaire and longitudinal study were used.

Source of Finance: None

Current Status of Project: Research began in 1980 and computer analysis is being done. Research is expected to be completed by the Summer of 1985. Publication of a Department Report is planned.

280. LES BESOINS DE FORMATION DES PROPRIÉTAIRES-DIRIGEANTS DE PME QUÉBECOISES: UNE ÉTUDE EMPIRIQUE PILOTE Bernard Garnier (surveillant) et Yvon Gasse (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: identifier et mesurer les besoins de formation des propriétaires-dirigeants de P.M.E.. Trente entrevues semi-structurées ont été faites.

Source de financement: Budget spécial de la recherche (FCAC) de l'Université Laval

Stade actuel des travaux: les travaux ont débuté en mai 1983 et ont été complétés en février 1984. Document spécial no 84-104, Laboratoire de recherche, F.S.A., Université Laval - Soumis pour publication: Journal of Small Business Canada.

281. BUSINESS HISTORY OF THE BEAUHARNOIS POWER PROJECT T.D. Regehr (Department of History, University of Saskatchewan)

Objects and Methods: The object of the research is to produce and publish a book on the Beauharnois Power Project by means of Archival historical research.

Source of Finance: Social Sciences and Humanities Research Council of Canada Sabbatical Leave Fellowship, 1982-83

Current Status of Project: The project began in 1975. The research and part of the writing is complete. It is expected that the book will be published by 1986.

282. CANADIAN PERSONNEL MANAGEMENT AND HUMAN RESOURCES H.F. Schwind, T. Hari Das and F.C. Miner (Department of Management, Saint Mary's University)

Objects and Methods: The object of the research was to compile a text book on the subject of personnel management and industrial relations relevant for Canada.

Source of Finance: Self and Saint Mary's University

Current Status of Project: The research began in August 1981. A text book entitled "Canadian Personnel Management and Human Resources" was published in 1982 (McGraw Hill Ryerson, Toronto).

283. 1983-84 CANADIAN PUBLIC ATTITUDES SURVEYS J.A. Murray (International Business Studies, University of Windsor) and Lawrence LeDuc (Department of Political Science, University of Windsor)

Objects and Methods: The object of the project is to measure attitudes of a national sample of the Canadian population on significant economic, political, and social issues, especially foreign investment, economic outlook, corporate profits, international trade policy, and the automobile industry. A national quota sample of approximately 3000 adult Canadians was interviewed in the Fall of 1983. Field work is conducted by Elliott Research Corporation.

Source of Finance: Private subscription

Current Status of Project: Research began in the Fall of 1983 and studies are conducted annually. Data have been processed and are being analyzed. Several papers and reports are now available. Reports and papers have been published by the Laurier Institute for Business and Economic Studies.

284. CAUTION: SOLVENTS AT WORK Steve Wilkes (Waterloo Public Interest Research Group, University of Waterloo)

Objects and Methods: The object of the research was to compile a slide-tape show which informs workers of solvent hazards and what they can do to protect themselves. Production of slides and audio (script) were developed from existing sources.

Source of Finance: Waterloo Public Interest Research Group

Current Status of Project: Research began in June 1983 and has been completed. It is ready for distribution. Publication of the slide-tape show is expected.

285. CHANGING SEX ROLES IN CANADA AND MEXICO: A COMPARATIVE STUDY M.B. Brinkerhoff (Department of Sociology, University of Calgary)

Objects and Methods: The object is to investigate women's roles in the work and family systems. Answers are sought to questions like: does the interdependence of women's role in work and family differ in an industrialized country from that of a developing country; what are the barriers which influence women's work in Canada as compared to Mexico; what are the effects of women's work on family relationships including marital satisfaction, division of household labour, family power, etc. Survey methodology, analysis of documents and unstructured interviews were used. While the methodology is comparative, the major technique of data collection was structured interviews.

Source of Finance: Canada Council Leave Fellowship; Canada Council research grant, and a Killam Resident Fellowship

Current Status of Project: The project started in 1975 and is continuing. Papers have been presented at the Annual Meetings of the Pacific Sociological Association, the Canadian Association of Sociology and Anthropology. Papers were published in The International Journal of the Family and the Journal of Comparative Family Studies and journal papers continue to emerge from this research data. Continuing work is also being done on the research monograph.

286. COMMUNICATIONS PATTERNS AND METHODS IN ORGANIZATIONAL MEETINGS Richard D. Heyman (supervisor) and Yvonne Fries (Department of Educational Policy and Administrative Studies, University of Calgary)

Objects and Methods: The object of the research is to describe, analyze and suggest improvements in the conduct of organizational meetings in a large corporation. Research methods used were analysis of talks recorded on video and audio tape. The tape transcripts were analyzed using the methods of discourse analysis and ethnomethodology.

Source of Finance: None

Current Status of Project: Research began September 1982 and preliminary findings were presented in January 1983. Publication of journal articles is planned.

287. COMPETING PARADIGMS IN INDUSTRIAL RELATIONS R.J. Adams (Department of Commerce, McMaster University)

Objects and Methods: The object of the research was to consider the historical schools of industrial relations, their strengths, weaknesses and the current status, and the future of industrial relations as an independent field of study.

Source of Finance: Unknown

Current Status of Project: Research has been published in Relations Industrielles, Vol 38, No. 3, 1983.

288. COMPUTER USE IN THE SOCIAL SERVICES John Gandy and Lorne Tepperman (Department of Sociology, University of Toronto)

Objects and Methods: The object of the research is to examine patterns of computer adoption and use in social services; and to determine the impact on organizational structure, functioning and productivity. Field observation in eight organizations; structured interviews with personnel and clients; analysis of documents and data output are the methods of research used.

Source of Finance: Social Sciences and Humanities Research Council of Canada Strategic Grants

Current Status of Project: Research began in 1981 and the pilot project is completed. The major project is commencing, and is expected to be completed in 1986. Publication of journal articles and monographs in between 1985-1987 is planned.

289. LA CONSTITUTION D'UN FICHIER BIBLIOGRAPHIQUE INFORMATISÉ DES DOCUMENTS SUR LES PME PUBLIÉS AU CANADA Gérald D'Amboise (surveillant), Lin Gingras et Pierre-A. Letartre (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: création d'un fichier bibliographique informatisé portant sur la documentation concernant les P.M.E. au Canada.

Source de financement: l'Institut de recherches politiques

Stade actuel des travaux: un guide de l'usager a été rédigé ainsi qu'un guide de mise à jour; il y a possibilité qu'on prépare aussi un texte d'accès aux banques de données externes.

290. CORPORATE VIOLENCE Frank Henry (Department of Sociology, McMaster University)

Objects and Methods: The object of the research is to conduct a theoretical and empirical analysis of Corporate violence. Library research was the research method used.

Source of Finance: Sabbatical Leave

Current Status of Project: Research began in 1982 and data collection is underway. The project is to be completed in 1985. Publication of a book is planned.

291. EDMONTON AREA STUDY L.W. Kennedy (Department of Sociology, University of Alberta)

Objects and Methods: The purpose of this research is to gather information of topical interest to residents of the City of Edmonton and academic researchers in the Department of Sociology. Also to establish and collect baseline data to study social change in the city. Areas include quality of life, urban life styles, family life and the nature of employment activities. Face to face interviews were conducted with householders in the City of Edmonton that have been selected on a random basis. Sample sizes for each year have been in the range of 440.

Source of Finance: Department of Sociology, University of Alberta

Current Status of Project: This is an annual project, eight surveys have been completed to date. The first in 1977 and the most recent in 1984. Each survey is completed in the year in which it is undertaken. It has been published in academic journals and in the Population Research Laboratory's *Edmonton Area Series*.

292. EMPLOYMENT STANDARDS AND COLLECTIVE BARGAINING R. Sollis (supervisor) and Colin Aykroyd (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: The object of the research was to prepare a paper for the Canadian Association of Administrators of Labour Legislation on the policy implications of analysis between employment standards legislation and administration and collective bargaining provisions.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research was completed in September 1983 and the above paper was presented at CAALL.

293. ETHNICITY, OPPORTUNITY, AND SUCCESSFUL ENTREPRENEURSHIP IN CANADA Evelyn Kallen (Principal Investigator, Social Science and Department of Anthropology, York University) and Merrijoy Kelner (Behavioural Science, University of Toronto)

Objects and Methods: The object of the research was to assess the relative influences of ethno-religious socialization as compared with the structure of economic opportunity in Canada on the career patterns, strategies for success and eventual achievements of a sample of successful entrepreneurs. The sample was obtained by the reputational method. In-depth interviews were carried out with 125 (Toronto-resident) respondents by the principal (2) investigators.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in May 1979-81 and has been completed. Research was published as a monograph series by the Institute for Behavioural Research, York University, April 1983.

294. ETHNOGENERATIONAL FACTORS IN SOCIOECONOMIC ACHIEVEMENT IN TORONTO DURING THE 1970's W.E. Kalbach (supervisor), M. Lanphiere and A.H. Richmond (Department of Sociology, University of Toronto)

Objects and Methods: The object of the research is to do a follow-up study of the 1971 Census monograph on the adjustment of immigrants and their descendants (limited to the Toronto CMA), to assess the relative occupational achievements (as an index of SES) of immigrants and their descendants after a decade of experience. Telephone survey of a sample of approximately 3,000 stratified by sex, place of birth, generation and period of immigration of the foreign born. Data are being analyzed by means of various multivariate techniques, e.g., regression analyses, cross-classificatory analyses, etc. were used.

Source of Finance: Social Sciences and Humanities Research Council of Canada grant (for two years)

Current Status of Project: Research began in January 1983 and is expected to be completed in December 1984. Data is currently being analyzed and the publication of results in appropriate journals is planned.

295. L'ÉVALUATION DU RENDEMENT: UNE RECHERCHE EMPIRIQUE SUR L'ÉTAT DE LA SITUATION DANS SIX (6) GRANDES ENTREPRISES QUÉBECOISES Jacques Grisé (surveillant) et Guy Archambault (Faculté des sciences administratives, Université Laval)

Buts et méthodes: par l'utilisation d'une grille-questionnaire, dégager les tendances actuelles en matière de systèmes d'évaluation du rendement dans quelques grandes entreprises, et ce, au niveau des objectifs poursuivis, des approches, méthodes et critères utilisés.

Source de financement: aucune

Stade actuel des travaux: commencés en mai 1983, ces travaux se sont terminés en mars 1984. Les résultats ont été publiés dans le document de travail de l'Université Laval (numéro 84-06), dans la revue Gestion et dans d'autres articles.

296. EVALUATION OF VIDEO DISPLAY TERMINALS J.B. Rogers (supervisor), J. Scot and R.E. Dewar (Department of Psychology, University of Alberta)

Objects and Methods: The object of the research is to uncover psychological and ergonomic factors affecting attitudes toward (and satisfaction with) Video Display Terminals psychological testing with station measurement. Survey, interview and multivariate analysis were used.

Source of Finance: Labour Canada

Current Status of Project: Research began in November 1983 and data is being analyzed. It is expected to be completed in June 1984. No publication is planned at the moment.

297. L'ÉVOLUTION DE LA SITUATION ÉCONOMIQUE DES FEMMES AU CANADA Jac-André Boulet (surveillant) et Laval Lavallée (Conseil économique du Canada)

Buts et méthodes: analyser les progrès économiques des femmes, notamment sur le marché du travail et déceler les actions à encourager. À partir des données du recensement, des inscriptions scolaires, des programmes de formation des adultes et de l'enquête sur la population active, produire une étude descriptive de ces données.

Source de financement: Conseil économique du Canada

Stade actuel des travaux: commencées en septembre 1982, ces recherches sont maintenant terminées. Une étude paraîtra en septembre 1984.

298. GENDER, WAGE LABOUR AND THE DECLINE OF INDUSTRY: ONTARIO 1920-1950 Joy Parr (Department of History, Queen's University)

Objects and Methods: The object of the research is by comparison of a Town where wage earners were principally female, with one in which hourly employees were mostly male, to evaluate the influence of access to paid work upon shop floor politics, reactions to technological change, community stratification and family strategies. Payrolls and assessment rolls have been used to reconstruct households and shop floors. Oral testimony is being collected.

Source of Finance: Social Sciences and Humanities Research Council of Canada Strategic Grants

Current Status of Project: Research began in 1984 and will be completed in 1986-87. A monograph is planned from the research results.

299. HISTOIRE DE L'ÉCOLE DE RELATIONS INDUSTRIELLES DE L'UNIVERSITÉ DE MONTRÉAL Gérard Hébert (École de relations industrielles, Université de Montréal)

Buts et méthodes: en utilisant des méthodes d'étude historique, refaire l'histoire de cette institution d'enseignement des relations industrielles, une des plus vieilles au Canada (1945), en insistant sur l'histoire de l'enseignement: programmes, exigences, etc.

Source de financement: Comité de recherche universitaire de Travail Canada

Stade actuel des travaux: c'est en 1979, puis en 1982, que les travaux ont débuté. Ils en sont à la rédaction finale et la date de leur achèvement est prévue pour la fin de 1985. Il reste à déterminer où les résultats seront publiés.

300. HISTORY OF THE BRITISH VEHICLE INDUSTRY Wayne Lewchuk (Department of Economics, McMaster University)

Objects and Methods: The objects of the research are to examine the evolution of managerial and technical strategies and to explain why British firms did not adopt the American methods pioneered by Ford. Information was obtained from Archives.

Source of Finance: Canada Council

Current Status of Project: Research began in 1980 and is near completion. It is to be completed in 1985. Various articles and a book are to be published.

301. L'IDENTIFICATION DU PROFIL DES ENTREPRISES DANS TROIS COMMUNAUTÉS AUTOCHTONES DU QUÉBEC Gérald D'Amboise (surveillant) et Harold Bherer (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: par un relevé systématique des entreprises autochtones au sein des populations cibles et par une étude visant à identifier les profils et les problèmes de ces entreprises, faire ressortir des facteurs d'émergence et des méthodes de fonctionnement applicables à d'autres entreprises en milieu autochtone.

Source de financement: Fondation Donner et l'Institut de recherches politiques

Stade actuel des travaux: un certain nombre de communications (articles dans des quotidiens, conférences, etc.) sont prévues; un article synthétisant les résultats de l'étude paraîtra dans une revue spécialisée; et enfin, un livre sera publié sous les auspices de l'Institut de recherches politiques. L'étude devrait se dérouler sur une période d'environ vingt-quatre mois. La fin probable des travaux se situe à la fin de 1985.

302. INDEXATION AND THE INSURANCE AGAINST INFLATION--THE CANADIAN EXPERIMENT R. Brenner (Department of Economics, Université de Montréal and McGill University)

Objects and Methods: The purpose is the analysis of indexation and government policies with special reference to labour markets and the indexation of government transfers.

Source of Finance: C.D. Howe Research Institute

Current Status of Project: The project began in August 1981. The research will appear as Chapter VI in Brenner, R. Betting on Ideas, Chicago: University of Chicago Press (forthcoming).

303. INDUSTRIAL STRATEGY - WHAT IS ITS GOAL? Reuven Brenner and Léon Courville (Department of Economics, Université de Montréal)

Objects and Methods: The object of the research is to give a precise meaning to the term "Industrial Strategy" and investigate the implications of such a definition.

Source of Finance: Macdonald Commission

Current Status of Project: The project is expected to be completed in July 1984. Publication of a report is planned for the Macdonald Commission.

304. INDUSTRY, WORK AND COMMUNITY IN THE CUMBERLAND COALFIELDS, 1848-1927 I. McKay with J. Fingard and M. Cross (supervisors, Department of History, Dalhousie University)

Objects and Methods: The object of the research was to complete a Ph.D. thesis on the social history of the Cumberland coalfields. Archival research is the method used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The thesis was completed in September 1983.

305. INFLATION MEASUREMENT AND SENIOR CITIZENS: CHALLENGING PRIVATE PENSIONS P. Opryszek (The Conference Board of Canada)

Objects and Methods: The basic research question is whether or not the Consumer Price Index has been a good measure of the inflationary experience of senior citizens. The study constructs price indexes that take into account age, household type, housing status, and automobile operation to determine whether or not any of these characteristics identify groups of people who have had experiences with inflation significantly different from those of the general population. The study concludes that for private pensions to retain their credibility they must come to terms with what pensioners are entitled to, toward their pensions. The costs of indexing are substantial, and affordability resolved, if individual employers decide to do anything at all. Some costly.

Source of Finance: Compensation Research Centre, The Conference Board of Canada

Current Status of Project: The research was started in the Fall of 1981 and published in the Fall of 1983 as the Canadian Study No. 79 of the Conference Board of Canada. The project is now completed.

306. L'INFORMATION STATISTIQUE DU TRAVAIL Gilles Guérin (Département des relations industrielles, Université de Montréal)

Buts et méthodes: présenter le système de statistiques du travail (le marché du travail, les salaires, les conditions de travail, les attitudes, les relations de travail, l'hygiène et la santé) en utilisant la documentation scientifique dans ce domaine.

Source de financement: FCAC (ministère de l'Éducation)

Stade actuel des travaux: commencés à la fin de 1981, les travaux sont maintenant terminés et les résultats ont été publiés au chapitre 17 du livre de Gilles Guérin intitulé Des séries chronologiques au système statistique canadien (Chicoutimi).

307. LES ITALIENS DU QUÉBEC R. Poulin (surveillant) et C. Painchaud (Département de sociologie, Université d'Ottawa)

Buts et méthodes: enquête par échantillons et questionnaires, interviews et recherches d'archives au sujet de l'immigration, de la constitution d'une communauté ethnique, du marché du travail ethnique et de l'élite économique italo-québécoise.

Source de financement: Secrétariat d'État et ministère de l'Immigration et des Communautés culturelles

Stade actuel des travaux: les travaux ont commencé en 1980 et ils sont maintenant terminés. Les résultats seront publiés sous forme de livre.

308. LABOUR AND THE LAW IN 19TH CENTURY ONTARIO P. Craven (Social Science Division, York University)

Objects and Methods: The purpose of this research is a series of articles on certain aspects of 19th century labour law and legal process, bridging legal and social history. The method used for collective data was archival and library research.

Source of Finance: Osgoode Society

Current Status of Project: The project began in the Fall of 1979. Two articles have been published, in D.H. Flaherty, ed., Essays in the History of Canadian Law (ZV., University of Toronto Press) and a third is to appear in Labour/Le Travailleur shortly. Additional articles are planned.

309. LABOUR PRODUCTIVITY TRENDS IN THE MANUFACTURING INDUSTRIES IN ONTARIO AND CANADA: 1961-1981 Farid Siddiqui (supervisor), C.Y. Hsu and Robert Sproat (Ontario Manpower Commission)

Objects and Methods: The object of the research is to provide estimates of labour productivity at the detailed (three-digit S.I.C.) industry level for the manufacturing sector in Ontario and Canada for the period 1961-1981. Analysis of historical data is used.

Source of Finance: Ontario Manpower Commission

Current Status of Project: Research began in October 1983 and is expected to be completed June 30, 1984. Publication of a book is planned.

310. LONG RANGE PLANNING AND DEVELOPMENT IN WINNIPEG Greg Mason (Institute for Social and Economic Research, University of Manitoba)

Objects and Methods: The object of the research was to summarize recent data collection and analyze efforts undertaken for the City of Winnipeg in the last ten years. Census data was used.

Source of Finance: Winnipeg Business Development Corporation

Current Status of Project: Research began in 1983 and has been completed. Publication of Data Sources for Long Range Planning and Development in Winnipeg has been prepared.

311. MANAGERIAL EFFICIENCY, UNIONS, AND PRODUCTIVITY Brian G. Bemmels (Faculty of Business, University of Alberta)

Objects and Methods: The object of the research is to incorporate psychosocial concepts reflecting managerial efficiency and unionization into a cross-sectional analysis of productivity, thus integrating productivity research from several academic disciplines. A production function is developed and estimated including measures of managerial efficiency and unionization. Data are collected from a survey of manufacturing plants in the U.S.

Source of Finance: Faculty of Business, University of Alberta

Current Status of Project: Research began in January 1983 and is near completion. It is expected to be completed in June 1984. Publication of journal article(s) and a Dissertation are planned.

312. MICROELECTRONICS AND EMPLOYMENT IN PUBLIC ADMINISTRATION: THREE ONTARIO MUNICIPALITIES Frank Whittingham (supervisor, Research Branch, Ontario Ministry of Labour) and Russell Wilkins (Institute for Research on Public Policy)

Objects and Methods: The object of the research was to determine the effects of microelectronics and computers on municipal employment in Toronto, Ottawa and Oshawa, 1970-1980. Number of employees, skills composition, quality of working life were examined. The methods of research used were field study, interviews with Department heads, supervisors, union representatives and researchers and the analysis of employment trends and review of literature.

Source of Finance: Government of Ontario Task Force on Microelectronics, Institute for Research on Public Policy

Current Status of Project: Research began in 1981 and was completed in July 1981. Two reports have been producted: (1) Report to Research Branch, OMC, July 1981 (available from author); (2) Edited report published September 1982 by Research Branch, Ontario Ministry of Labour.

313. NEWS MEDIA COVERAGE OF INDUSTRIAL RELATIONS IN CANADA George C. Perlis (supervisor) and R.A. Hackett (Department of Political Science, University of Alberta)

Objects and Methods: The project examines coverage of industrial relations and trade union affairs in Canadian news media, particularly television. The basic intent is to assess the extent to which the media do or do not convey a balanced view of the legitimate role of trade unions in industrial life, and to infer some implications of news coverage for the public image of organized labour. A content analysis of national TV news (CBC and CTV) was conducted during September and October 1980, with respect to coverage of the economy and industrial relations, and the depiction of labour and business within such coverage.

Source of Finance: Labour Canada - University Research Program grant and CRTC.

Current Status of Project: Research began in 1980, the original research design was abridged to make the project more manageable, and was completed in Autumn 1982. The report was submitted January 1983 to Labour Canada, also, "The Depiction of Labour and Business on National Television News", appears in Canadian Journal of Communication, Vol. 10, No. 1, Winter 1983, pp. 5-50.

314. NONVERBAL BEHAVIOR OF JOB APPLICANTS Dr. Robert Gifford (Department of Psychology, University of Victoria)

Objects and Methods: The objects of the research were to discover which nonverbal behaviours reflect job applicant motivation and social skills, and to discover which nonverbal behaviours interviewers associate with job applicant motivation and social skills. Real job interviews were videotaped, and shown to real job interviewers, nonverbal behaviours were scored from videotape, and motivation and social skills were assessed by questionnaire methodology.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in the Summer of 1983 and has been completed. Research results are presently being written up. Articles are planned for the Journal of Applied Psychology or other Industrial/Organizational Psychology Journals.

315. LES NOUVELLES TECHNOLOGIES ET L'EMPLOI AU QUÉBEC Pierre-André Julien (Laboratoire en économie et gestion des systèmes de petites dimensions, Université du Québec à Trois-Rivières) et Jean-Claude Thibodeau (Institut national de recherches scientifiques, section Urbanisation, Montréal) et al.

Buts et méthodes: par une étude économique de l'industrie, des enquêtes auprès d'informateurs-clé et l'analyse comparative de cas représentatifs des techniques modales et de pointe, étudier l'effet sur le nombre et le genre d'emplois de l'introduction des nouvelles techniques (notamment, électroniques) dans les industries des pâtes et papiers, du textile et des institutions d'épargne et de crédit.

Source de financement: Bureau de la statistique du Québec

Stade actuel des travaux: c'est en novembre 1983 que les travaux débutèrent et ils en sont présentement à la deuxième étape d'enquête auprès de 41 autres industries. Les résultats seront publiés sous forme de rapports et d'articles et la date d'achèvement prévue est août 1985.

316. ORDINATEUR, TRAVAIL ET DOMICILE Charles Halary (surveillant), Carmen Altamirano, Bernard Houle, Isabelle Lamarre, Francine Saint-Laurent (Département de sociologie, Université du Québec à Montréal)

Buts et méthodes: par des entrevues et l'analyse de documentation à l'échelle mondiale, préparer une étude analytique du travail à domicile informatisé et rémunéré.

Source de financement: CRSH; FCAC; et Université du Québec à Montréal.

Stade actuel des travaux: les travaux ont commencé en 1982 et sont présentement terminés. Les résultats ont été publiés en mai 1984 aux éditions Saint-Martin, Montréal.

317. **ORGANIZATIONAL COMMITMENT: MEASUREMENT DEVELOPMENT AND CONSEQUENCES** John Meyer (Department of Psychology, Social Science Centre, University of Western Ontario)

Objects and Methods: The object of the research is to develop measures of organizational commitment and testing a model outlining its development and consequences. Questionnaires distributed to employees in various organizations and returned by mail; also, longitudinal investigation of developing attitudes of newly hired university graduates were research methods used.

Source of Finance: Imperial Oil Limited

Current Status of Project: Research began in April 1983, the measures have been developed and the model is being tested. Research will be ongoing for several years. Publication of research reports in academic journals is planned.

318. **PENTLAND, VOL II: EDITING AND WRITING AN INTRODUCTORY AND CONCLUDING CHAPTER FOR H.C. PENTLAND'S, 1968 REPORT FOR THE FEDERAL TASK FORCE ON LABOUR RELATIONS (WOODS)** Paul Phillips (Department of Economics, University College, University of Manitoba)

Objects and Methods: The objects of the research are to sketch the changes in industrial relations, labour and capital in the period 1870-1900 and 1968-1984 and to complete the survey of H.C. Pentland (Vol I, 1650-1860, already published) (Task Force Report 1900-1968). A synthesis of secondary sources with statistical data and interpretation ("Old" economic history) were the research methods used.

Source of Finance: None

Current Status of Project: Research began in 1983, reading and collecting data is currently underway. Research is to be completed in the Fall of 1984 (1st draft). Publication of a book is planned.

319. **PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS** Herman F. Schwind (supervisor, Faculty of Commerce, Saint Mary's University), T. Hari Das and F.C. Miner (Department of Management, Saint Mary's University), and W.B. Werther and K. Davis (Department of Management, Saint Mary's University)

Objects and Methods: The object of the research is to publish the first Canadian text on the subject of personnel management and industrial relations. A literature survey was the research methodology employed.

Source of Finance: Saint Mary's University

Current Status of Project: Research began in August 1981 and has been completed. A book has been published by McGraw-Hill Ryerson Ltd.

320. LE PHÉNOMÈNE D'INTRODUCTION DE NOUVELLES TECHNOLOGIES DANS LES PME
Gérald D'Amboise (surveillant), Jean-Louis Malouin et Yvon Gasse
(Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: par une approche descriptive de cas et une analyse comparative des occasions d'introduction de nouvelles techniques dans les P.M.E., déterminer certains des facteurs qui pourraient expliquer le succès ou l'échec de l'introduction de nouvelles techniques.

Source de financement: l'Institut de recherches politiques

Stade actuel des travaux: on prévoit la publication de deux ouvrages. Premièrement, une monographie principale, et deuxièmement, on en envisage la publication dans la Série technique de l'Institut. En cours depuis avril 1983, cette étude devrait être terminée en septembre 1984.

321. PLANIFICATION DES CARRIÈRES Gilles Guérin (Département des relations industrielles, Univérsité de Montréal)

But et méthodes: par l'élaboration d'un schéma d'analyse théorique, proposer un modèle de planification des carrières.

Source de financement: aucune

Stade actuel des travaux: Les travaux ont commencé à la fin de 1982 et ils sont présentement complétés. Leurs résultats ont été publiés au chapitre 17 du livre de G. Tarrab (éditeur), intitulé La psychologie organisationnelle au Québec, Presses de l'Université de Montréal.

322. POLITICAL ECONOMY OF CANADIAN INDUSTRIAL RELATIONS Daniel Drache and Harry Glasbeek (Osgoode Hall Law School, York University)

Objects and Methods: The object of the research is to explain the restrictive nature of Canadian industrial relations in terms of the needs of the Canadian State. The research involves a marriage of 2 fields of study - Innis' theory of export led growth and critical legal studies approach to labour law. A comparison with the European system, secondary research sources and some empirical work were the research methods used.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began late in 1983 and is expected to be completed in December 1985. Publication of a book is planned.

323. POST-CONFEDERATION ECONOMIC HISTORY OF NEWFOUNDLAND Lewis R. Fischer (Department of History, Memorial University of Newfoundland)

Objects and Methods: The object of the research is to comprehend the patterns of the Newfoundland economy in the thirty-five years since Confederation, with a particular emphasis upon the principal resource sectors. A chapter on labour economics is planned. Research methods are quantitative, where possible. Government statistics and data from industry and labour unions are the principal sources used.

Source of Finance: Memorial University of Newfoundland

Current Status of Project: Research began in September 1982 and approximately one-third is completed. The project is expected to be completed in 1988. Publication of articles and a book is planned.

324. LE PROBLÈME DE LA SOUS-CAPITALISATION DES PME EN FONDS PROPRES EXTERNES Gérald D'Amboise (surveillant) et Jacques Saint-Pierre (Faculté des sciences de l'administration, Université Laval)

Buts et méthodes: par une analyse profonde de la nature du problème, étudier la sous-capitalisation chez les P.M.E. et ses implications, en déterminer les causes profondes et propose un certain nombre de correctifs pour améliorer la situation.

Source de financement: l'Institut de recherches politiques

Stade actuel des travaux: quelques documents montrant la contribution des P.M.E. à l'économie seront d'abord préparés. Les auteurs souhaitent rédiger un petit manuel de procédures (de 30 à 50 pages) à l'usage des entrepreneurs. Finalement, un rapport synthèse sous forme d'un document technique pour publication par l'Institut. Commencée en mai 1983, cette étude devrait être terminée en septembre 1984.

325. THE PROFESSIONAL SOCIALIZATION OF UNIVERSITY - SCHOOL STUDENTS (FORESTRY, ENGINEERING & BUSINESS) Jan Mayer (Department of Sociology, Lakehead University)

Objects and Methods: The object of the research is to study the processes of professional socialization, the acquisition of professional ideologies, and the transition to the labour force. Survey questionnaire, in-depth interviews and content-analysis were the research methods used.

Source of Finance: Senate Research Committee, Lakehead University

Current Status of Project: Research began in the Spring of 1983 and the second of three stages is now starting. Research is to be completed in 1985-86. Publication of conference papers, journal articles and perhaps a monograph is planned.

326. PUBLIC SECTOR LABOUR RELATIONS IN CANADA J. Finkelman (Ottawa, Ontario) and S.B. Goldenberg (Faculty of Management, McGill University)

Objects and Methods: The object of the research is to present an account of the origins of the public service labour legislation, its administration in practice and the implications for the parties, both in the federal jurisdiction and in the central administrations of the provinces. The format of the first volume, on the federal experience, will set the pattern for the research at the provincial level, thereby facilitating comparative analysis of various policy alternatives at a later stage of the project. Research methods used are analysis of the legislation, decisions of administrative tribunals and collective agreements. Also, extensive interviews were conducted both with the administrators of the law and with representatives of major unions and managers to whom the law applies.

Source of Finance: Labour Canada and the Institute for Research on Public Policy

Current Status of Project: Collective Bargaining in the Public Service: The Federal Experience 2 vols., 824 pages was published by the Institute for Research on Public Policy, 1983. Research on the provincial experience is well underway. The expected publication date is the Summer of 1985.

327. RAPPORT DE RECHERCHE SUR LE GROUPE SEMI-AUTONOME DE L'ENTREPÔT DE PRODUITS CONGELÉS DE LA COMPAGNIE STEINBERG M. Brossard et M. Simard (École de relations industrielles, Université de Montréal)

Buts et méthodes: rédiger un rapport fondé sur une analyse documentaire et des entrevues, étudier les relations entre l'organisation du travail et les relations de travail dans trois groupes de travail, dont un groupe semi-autonome, de cette entreprise d'alimentation.

Source de financement: Travail Canada

Stade actuel des travaux: les travaux ont commencé en 1981 et ils sont présentement terminés. Le rapport a été remis à Travail Canada et aux autres intervenants.

328. REGIONAL DEVELOPMENT IN THE EUROPEAN COMMUNITY Ian McAllister (Department of Economics, Dalhousie University)

Objects and Methods: The object of the research was to examine the regional development problems, issues, policies and "Lessons" of the EEC with application for Canadian Public Policy. Primary and secondary documentation sources, data review and assessment; interviews and sample of onsite visits were the diverse research methods used.

Source of Finance: Institute for Research on Public Policy

Current Status of Project: Research began in 1980 and the main body of the research was completed and published in book form in 1982. Follow-up articles are in the process of being written.

329. **THE RESPONSE OF INDUSTRIAL RELATIONS SYSTEMS TO ECONOMIC CHANGE** Mark Thompson, Harvey Juris and Wilbur Daniels (Faculty of Commerce and Business Administration, University of British Columbia)

Objects and Methods: The object of the research is to edit a volume with chapters on 9 countries, plus introduction and summary on the response of industrial relations systems to economic change.

Source of Finance: Unknown

Current Status of Project: Research began in 1982 and is expected to be completed in February of 1985. A book by M. Thompson will be published by IRRA.

330. **RESTRUCTING IN THE 80's** Cy Gonick (Department of Economics and Labour Studies, University of Manitoba)

Objects and Methods: The object of the research is to survey technological change and its impact on jobs in Manitoba firms. A questionnaire survey was the research method used.

Source of Finance: University of Manitoba

Current Status of Project: Research began in 1983 and a trial run with the questionnaire has been completed. A final completion date and the publication plans are undecided as yet.

331. **LA ROBOTIQUE INDUSTRIELLE** Charles Halary (Département de sociologie, Université du Québec à Montréal)

Buts et méthodes: par une étude et une enquête monographique et comparative, rédiger une étude de l'implantation des robots industriels et de systèmes flexibles de production automatisé.

Source de financement: CRSH; CIEE; et Université du Québec à Montréal

Stade actuel des travaux: les travaux ont débuté en 1983 et ils en sont présentement à la phase II. Le résultat de la phase I a été publié dans *Science et Techniques* (Paris, janvier 1983), *Le Nouvel Automatisme* (Paris, sept., oct., nov. 1983), *Culture Technique* (Paris, mars 1983) et *Sociologie et Société* (juin 1984). L'achèvement des travaux est prévu pour 1986.

332. **ROUGHING IT IN THE BUSH: A REVIEW OF LITERATURE ON WOMEN AND FAMILIES IN ISOLATED COMMUNITIES WITH NON-RENEWABLE RESOURCES** Kathleen Jamieson and Arlene T. McLaren (Department of Sociology and Anthropology, Simon Fraser University)

Objects and Methods: The object of the research was to review and summarize current knowledge in the field. A review of available literature on the subject was the research method used.

Source of Finance: Petro-Canada

Current Status of Projet: Research began in the Spring of 1982 and has been completed. It has been published by Petro-Canada.

332a. SMALL SCALE BUSINESS INVESTMENT IN BAMENDAY, CAMEROON Brian Schwimmer (Department of Anthropology, University of Winnipeg)

Objects and Methods: The object of the research is to formulate a capital market model to analyze and explain patterns of self-employment in a developing country. In-depth open-ended interviews were conducted on a cross-sectional (stratified) sample of economic activities.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in 1981 and data analysis is underway. The project will be completed in 1985 and journal articles resulting from the research are projected for 1985 through 1988.

333. SOCIO-ECONOMIC POSITION OF BLACKS IN CANADA SOCIETY David McKinney and L. Connor (Department of Sociology and Anthropology, University of Guelph)

Objects and Methods: The object of the research was to determine the socio-economic position of Blacks by examining occupation/industry distributions, the upward job mobility between generations and determinants of policy. The research methods used included odds ratio for the first stage and log-linear models for the second stage.

Source of Finance: Self

Current Status of Project: Research began in 1973 and is nearing completion. The research results will be published in two or three volumes.

334. THE STATE AND INDUSTRIAL RELATIONS: A HISTORICAL-COMPARATIVE STUDY OF CANADA, SWEDEN, FRANCE AND BRITAIN David Winchester (supervisor, University of Warwick, England) and Anthony Giles (Faculty of Administration, University of New Brunswick)

Objects and Methods: The object of the research is to attempt through historical-comparative research, to discern structural and historical similarities and cross-national differences, in state industrial relations policy in order to construct a model to explain the determinants of the State's role in industrial relations in the advanced capitalist librarial democracies. An extensive survey is made of secondary materials, supplemented by the use of primary material where necessary.

Source of Finance: Social Sciences and Humanities Research Council of Canada Doctoral Fellowship; Commonwealth Scholarship

Current Status of Project: Research began in October 1980 and is being written up. It is to be completed in the Autumn of 1984. Publication of a book and/or articles is planned.

335. SURVEY OF COMPUTER AND ELECTRONICS INDUSTRIES; AND IMPACT OF NEW TECHNOLOGY IN THREE COMPANIES IN NOVA SCOTIA John Patterson (supervisor) and Jennifer Graham (Nova Scotia Department of Labour and Manpower)

Objects and Methods: The object of the research was to assess the state of the computer manufacturing and software industry. Particular emphasis was given to the question of current and future manpower requirements as well as the training needs of the sector. Mail and telephone survey and personal interview were the research methods used.

Source of Finance: Nova Scotia Department of Labour and Manpower

Current Status of Project: Research began in 1980 and was completed. Research was published in October 1981 as an Occasional Paper.

336. SURVEY OF SELECTED MANUFACTURING FIRMS IN MANITOBA Greg Mason (Institute for Social and Economic Research, University of Manitoba)

Objects and Methods: The object of the research was to establish the application of technology and survival in the current economy of selected manufacturing firms in the clothing and transportation fields. Telephone survey methodology was used.

Source of Finance: G & B Research Associates

Current Status of Project: Research began in 1983 and has been completed. A copy of the research results is available from the Economic Council of Canada.

337. TECHNOLOGICAL CHANGE AND COLLECTIVE BARGAINING IN THE B.C. WOOD INDUSTRY D. Cameron (supervisor), C. Willis and P. Stoll (Program Services Branch, B.C. Ministry of Labour)

Objects and Methods: The object of the research was to forecast technological change and the related implications for manpower matters and industrial relations that is likely to occur in the near and medium future by means of literature reviews and interviews.

Source of Finance: B.C. Ministry of Labour

Current Status of Project: Research began in 1979 and the final draft was completed but not published.

338. TESTING RAWLS' THEORY OF JUSTICE AND FAIRNESS Norman Frohlich (supervisor), Joe A. Oppenheimer and Cheryl Eavey (Department of Public Policy, Faculty of Administration Studies, University of Manitoba)

Objects and Methods: The objects of the research are to:

1) Demonstrate the usefulness of empirical methods in evaluating normative criterion.

2) Test the robustness of John Rawls' difference principle.

3) Identify the distribution of preference in subjects for income redistribution.

A group experimental setting was used to induce and/or reveal subjects' preferences among alternative rules for redistribution of income.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: Research began in August 1983 and the first phase is completed. A second phase is planned for 1984-85. Publication of journal articles and a contributive chapter in a collected volume plus ultimately a book on the full series are planned.

339. THREE SMALL TOWNS: A STUDY OF THE RELATIONS AMONG LABOUR, CAPITAL AND COMMUNITY IN ONTARIO, 1881-1940 Joy Parr (Department of History, Queen's University)

Objects and Methods: The object of the research is to analyze the processes of labour and capital recruitment in secondary manufacturing, and their relationship to national industrial policy. The research methods used are analysis of business, census and community records, and of the departmental files of Industry, Trade and Commerce and the Department of Finance.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The research was initiated in 1980 and it is at the writing stage. The expected year of completion is 1985. Publication plans are unknown as yet.

340. UNEMPLOYMENT AND INFLATION: AN ASSESSMENT OF CANADIAN MACROECONOMIC POLICY F. Reid (Centre for Industrial Relations, University of Toronto)

Objects and Methods: The research assesses the causes of the worsened inflation - unemployment tradeoff. Past policies are analyzed and some potential future policy changes are suggested.

Source of Finance: Self

Current Status of Project: An article was published in Canadian Public Policy, Vol. 6, Spring 1980, pp. 108-120.

341. VIDEO DISPLAY TERMINALS (VDTS) IN THE WORKPLACE: PROBLEMS AND PROSPECTS -- A REVIEW OF THE LITERATURE Zavis Zeman (supervisor) and Russell Wilkins (Department of Community Health, Montréal General Hospital)

Objects and Methods: The object of the research was to present an overview of the origins and nature of the present debates, coucerning possible health hazards from the use of (VDTs) in the workplace. Field studies were conducted, recommendations made, and proposed legislation, drafted. Literature review, including unpublished sources, news articles, as well as Journals and Reports were used as sources of information.

Source of Finance: Institute for Research on Public Policy (Phase II) and Labour Canada Task Force on Microelectronics (Phase 1)

Current Status of Project: The research began in 1982 and was completed August 5, 1983. The report on the project is available on loan from author. An article in Computer Law (Toronto) 1984 is expected.

342. WHITE-COLLAR WORKERS AND CLASS RELATIONSHIPS IN BRITISH COLUMBIA T.R. Warburton (Department of Sociology, University of Victoria) and D. Coburn (University of Toronto)

Objects and Methods: The aim is to trace the rise of white-collar work in B.C. since 1881, including its size, composition and distribution. The growth of industrial relations and collective bargaining, including unionization, strikes, etc. and mutual perceptions of white-collar workers and their employers is examined. The calculation of census data, the collection of historical documents, newspaper cuttings and articles all aided in providing information.

Source of Finance: Social Sciences and Humanities Research Council of Canada

Current Status of Project: The project began in January of 1981 and is continuing. An article has appeared in B.C. Studies No. 59. Autumn 1963 - "The Rise of Non-Manual Work in British Columbia".

343. WHY DO PRODUCTIVITY AND PROFITS DECLINE? Reuven Brenner and Gabrielle A. Brenner (Department of Economics, Université de Montréal)

Objects and Methods: The object of the research is to try to explain why do productivity and profits decline by looking at the behaviour of workers, managers and entrepreneurs and the interaction between them. Mathematical modeling and statistical analysis were the research methods used.

Source of Finance: Écoles des hautes études commerciales, Canada Council

Current Status of Project: Research is expected to be completed in July 1984. Publication of a Chapter in R. Brenner Betting on Ideas, Chicago: University of Chicago Press, is forthcoming.

344. WORK, NON WORK AND LEISURE R.N. Kanungo (Faculty of Management, McGill University)

Object and Methods: The object of the research is to produce a critical assessment of current theories of work, non work and leisure. A new approach and some future research directions in the area are suggested.

Source of Finance: McGill University, Canada and Indian Institute of Management, Ahmedabad, India

Current Status of Project: Research began in 1983 and is still inprogress. Research is expected to be completed in 1985. Publication of a journal Article and a book Chapter is planned.

345. WORKING AT WATCHING: THE VALORIZATION OF AUDIENCE TIME IN THE MASS MEDIA Bill Livant (supervisor, Department of Psychology, University of Regina) and Sut Jhally (Department of Communications, Simon Fraser University)

Objects and Methods: The object of the research is to explain the capital accumulation process in the mass media as the economic context for struggles in the mass media, and for the process of ideology formation in audiences. Interview techniques and theoretical analysis of historical trends of audience watching were used.

Source of Finance: None

Current Status of Project: Research began in 1979 and is expected to be completed in August 1985. There have been three published papers, three submitted papers and a book is in preparation.

DIRECTORY OF PROJECTS INITIATED IN 1984
LE RÉPERTOIRE DES PROJETS MIS EN MARCHE EN 1984

G. ASPECTS OF GOVERNMENT LABOUR AND BUSINESS INPUTS TO THE NEWS MEDIA Robert A. Hackett (Department of Political Science, University of Alberta)

A. BEARING THE COSTS OF INDUSTRIAL DISEASE: THE ASBESTOS CASE Donald N. Dewees (supervisor) and Sherry Glied (Department of Economics, University of Toronto)

A. BREWERY, WINERY AND DISTILLERY WORKERS HISTORY PROJECT Elaine Bernard (Continuing Studies, Simon Fraser University)

G. CANADIAN ATTITUDES TOWARD WOMEN: 30 YEARS OF CHANGE M. Boyd (Department of Sociology, Carleton University)

A. CHANGEMENTS TECHNOLOGIQUES ET TRAVAILLEURS DE L'IMPRIMERIE AU QUÉBEC, DE 1850 A NOS JOURS Richard Desrosiers (surveillant, Département d'histoire) et André Vidricaire (Département de philosophie, Université du Québec à Montréal)

G. CHANGES IN FUNCTIONAL ABILITIES OF WOMEN WITH PREMENSTRUAL SYNDROME Barbara Posthuma (supervisor) Martin Bass, Shelly Bull, and Jeff Nisker (Occupational Therapy Sciences Centre, University of Western Ontario)

A. A CLINICAL STUDY OF ABSENTEEISM EPISODES Alexander Mikalachki (School of Business Administration, University of Western Ontario)

C. COLLECTIVE BARGAINING FOR TENANTS Frank Reid (Centre for Industrial Relations, University of Toronto)

C. COMPARATIVE INDUSTRIAL RELATIONS CLIMATES OF RETAIL COOPERATIVES AND RPOFIT SECTOR RETAIL OUT-LETS K. Wetzel (University of Saskatchewan), D.G. Gallagher (University of Pittsburgh)

E. COMPENSATION IN PERSPECTIVE: CANADA AND THE UNITED STATES COMPARED James G. Frank (supervisor) and Robert Du Broy (The Conference Board of Canada)

G. COMPUTERIZED PERFORMANCE MONITORING SYSTEMS R.H. Irving (supervisor), C.A. Higgins, F.R. Safayeni and Sue Munro (University of Waterloo)

A. CONTINUOUS PRODUCTION TECHNOLOGY, RESTRUCTURED JOB TASKS AND WORKER ATTITUDES Daniel Glenday (supervisor) and George Gasbarino (Department of Sociology, Brock University)

G. CO-OPERATIVE EDUCATION PROGRAMS IN CANADIAN COLLEGES John Patterson (supervisor) and Julie Thomson (Nova Scotia Department of Labour and Manpower)

D. THE DEVELOPMENT OF EMPLOYMENT LAW IN ONTARIO Joy Parr (supervisor), Robert Elliott (Department of History, Queen's University)

F. DIMENSIONS OF UNEMPLOYMENT IN EDMONTON, ALBERTA, CANADA P. Krishnan (supervisor) and Jean Yeung (Department of Sociology, University of Alberta)

C. EFFECTIVENESS OF TRIPARTITE ADMINISTRATIONS IN OCCUPATIONAL HEALTH AND SAFETY REGULATION Leigh West (Faculty of Law, University of Windsor)

F. L'ÉGALITÉ DES CHANCES EN EMPLOI Carolle Simard (surveillant) et Marie-Blanche Tahon (Département de sciences politiques, Université du Québec à Montréal)

E. ELEMENTARY AND SECONDARY SCHOOL TEACHERS REPORT ON SALARIES, 1983 J. Sadler (supervisor) and K. Wilder, B. Rolske (Pay Research Bureau, Public Service Staff Relations Board)

B. LES ENTREPRISES À SUCCÈS ET À ÉCHEC: UNE ÉTUDE LONGITUDINALE Jean Lorrain (surveillant) et Michel B. Côté (Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières)

E. EQUAL PAY AND EQUAL EMPLOYMENT OPPORTUNITY IN THE LABOUR MARKET Morley Gunderson (Centre for Industrial Relations, University of Toronto)

F. EVALUATION OF MANPOWER PLANNING MODELS Larry Pinfield (supervisor) and Steve McShane (Faculty of Business Administration, Simon Fraser University)

A. A FACET ANALYTIC APPROACH TO THE STUDY OF STRESS V.V. Baba (Department of Management, Concordia University)

D. FONDEMENTS ET LIMITES DU DROIT DE GRÈVE Pierre Verge (Faculté de Droit, Université Laval)

B. LA FORMATION DU PROFESSIONEL DANS LA CONSTRUCTION AU QUÉBEC Jean Sexton (surveillant) et Raymond Bourassa (Département des relations industrielles, Université Laval)

A. FREEDOM OF ASSOCIATION UNDER THE CANADIAN CHARTER OF RIGHTS AND FREEDOMS Michael Bendel (Faculty of Law, University of Ottawa)

C. L'IMPACT ÉCONOMIQUE DU RÉGIME D'EXTENSION JURIDIQUE DES CONVENTIONS COLLECTIVES DANS QUELQUES INDUSTRIES AU QUEBEC Gérard Hébert (École de relations industrielles, Université de Montréal)

C. THE IMPACT OF DISPUTE RESOLUTION PROCEDURES ON FEDERAL WAGE OUTCOMES Gene Swimmer, Sally Diehl-Swimmer and Barbara Cousens (School of Public Administration, Carleton University)

G. INCOME RESTRAINT AND COLLECTIVE BARGAINING: A COMPARATIVE STUDY D.D. Carter (Faculty of Law, Queen's University)

G. THE HISTORY OF OCCUPATIONAL HEALTH & SAFETY IN CANADA Wayne Lewchuk and Robert Storey (Labour Studies Programme, McMaster University)

B. L'IMPACT DE LA BUREAUTIQUE SUR LES CONDITIONS DE TRAVAIL ET LES TÂCHES DU PERSONNEL CLÉRICAL ET DU PERSONNEL CADRE Jean Lorrain (surveillant) et Réal Jacob (Département des sciences de l'administration et de l'économique, Université du Québec à Trois-Rivières)

A. IMPACTS DES HORAIRES COMPRIMÉS EN ÉQUIPES ALTERNANTES SUR LA SANTÉ ET LA SECURITE DU TRAVAIL René Boulard (surveillant), Fernand Turcotte et Lyne Pérusse (Département de relations industrielles, Université Laval)

C. INDUSTRIAL RELATIONS CLIMATE A. Dastmalchian (supervisor, University of Saskatchewan) and Professor R. Adamson (Wilfrid Laurier University)

C. INDUSTRIAL RELATIONS IN SAULT STE. MARIE, 1890-1945 G. Tulchinsky (supervisor), Jaime Valentine (Department of History, Queen's University)

G. INDUSTRIAL RELATIONS: ORTHODOX CONSENSUS AND RADICAL ALTERNATIVE Richard Marsden (Athabasca University)

D. INDUSTRIAL RELATIONS POLICY OF THE THATCHER GOVERNMENT IN BRITAIN S. McBride (Department of Political Studies, Lakehead University)

A. INTENTION DES TRAVAILLEURS À L'ÉGARD DE LA PARTICIPATION AU QUÉBEC Claude Bariteau (Faculté des sciences sociales, Université Laval)

G. L'INTRODUCTION DE NOUVELLES TECHNOLOGIES DANS LES USINES DE TRANSFORMATION DU POISSON DE FOND: LEUR IMPACT ET LES MÉTHODES D'IMPLANTATION DES CHANGEMENTS Jean-Louis Chaumel (surveillant), France Ruest, Denis Laroche, Jean-Pierre Roger, René Bérubé, Maurice Roy (Centre d'intervention et de recherche pour l'amélioration des situations de travail (CIRAST), Université du Québec à Rimouski)

F. INVENTORY OF YOUTH INITIATIVES UNDERWAY IN CANADA AND THE UNITED STATES Marie DeYoung (supervisor) and Loralee MacLean (Nova Scotia Department of Labour and Manpower, Research Division)

F. LABOUR SUPPLY AND SOCIAL POLICY W. Simpson and D. Hum (Department of Economics, University of Manitoba)

G. LEADERSHIP AND PRODUCTIVITY John Wyspianski (supervisor) and John Waselnuk (School of Psychology, University of Ottawa)

D. LES LOIS SPÉCIALES DE RETOUR AU TRAVAIL Jean Boivin (Département des relations industrielles, Université Laval)

C. "MAINSTREAM INDUSTRIAL RELATIONS" FOR A STATE OF THE ART PROJECT Alton W.J. Craig (Faculty of Administration, University of Toronto)

G. MEASURING POTENTIAL OFFICE AND ADMINISTRATIVE WORKERS' LITERACY, ATTITUDES, AND GOALS TOWARD HIGH TECHNOLOGY L.M. Jackson (supervisor) and S. Safran (University of Western Ontario)

E. MEDICAL SIGNIFICANCE OF WORKERS' COMPENSATION T.G. Ison (Osgoode Hall Law School, York University)

C. MEETING NEEDS OF FAMILIES THROUGH COLLECTIVE BARGAINING Carol Agocs (Department of Secretarial and Administrative Studies, University of Western Ontario)

B. LES MILIEUX DE TRAVAIL EN RÉGIONS PÉRIPHÉRIQUES FACE AUX CHANGEMENTS TECHNOLOGIQUES DANS LE SECTEUR ADMINISTRATIF Jean-Louis Chaumel (surveillant) et un auxiliaire de recherche (CIRAST, Université du Québec à Rimouski)

D. MINORITY LANGUAGE BILINGUALISM AND CONSTITUTIONAL CHANGE IN THE NORTHWEST TERRITORIES J.I. Prattis (Department of Anthropology, Carleton University)

F. MODEL TABLES OF UNEMPLOYMENT P. Krishnan (supervisor), Eddie Ng and Shaffiqul Islam (Department of Sociology, University of Alberta)

A. THE NEW BRUNSWICK WORKER, 1880-1980: A READERS' GUIDE David Frank (supervisor), Carol Ferguson and Richard Clair (Department of History, University of New Brunswick)

D. THE NEW TECHNOLOGIES AND GOVERNMENT POLICY Alton W.J. Craig (Faculty of Administration, University of Ottawa)

G. THE NEW TECHNOLOGIES AND INDUSTRIAL RELATIONS POLICY Alton W.J. Craig (Faculty of Administration, University of Ottawa)

D. NORMES MINIMALES D'EMPLOI ET RENVOI SANS CAUSE AU NOUVEAU-BRUNSWICK Donald Poirier (surveillant), Suzanne Turenne et Charles Foster (Université de Moncton)

G. NOUVELLES TECHNOLOGIES, QUALIFICATIVES ET FORMATIVES Colette Bernier (Institut de recherche appliquée sur le travail, Montréal)

F. OCCUPATIONAL SELF-SELECTION: A TEST ON CANADIAN DATA A. Leslie Robb and Roberta E. Robb (Department of Economics, Brock University)

A. OPERATION SOLIDARITY AND THE SOLIDARITY CONDITION IN BRITISH COLUMBIA William K. Carroll (Department of Sociology, University of Victoria)

E. PENSION BENEFIT ACCRUALS AND THE TRADEOFF BETWEEN CURRENT AND DEFERRED WAGES James E. Pesando (Department of Economics, University of Toronto)

B. PERCEPTION D'HOMMES ET FEMMES GESTIONNAIRES QUANT AUX COMPORTEMENTS ADÉQUATS À POSER DANS DES SITUATIONS DE GESTION Michel Pépin (École de psychologie, Université Laval)

G. PERFORMANCE MONITORING SYSTEMS AND COMPUTERIZATION R.H. Irving (supervisor) and C.A. Higgins and F. Safayeni (Department of Management Science, University of Waterloo)

G. PERSONAL PROJECTS AND SOCIAL ECOLOGY Brian R. Little and members of the Social Ecology Laboratory (Department of Psychology, Carleton University)

F. LA PLANIFICATION DES RESSOURCES HUMAINES DANS LES GRANDES ENTREPRISES CANADIENNES Jean-Yves Le Louarn (surveillant), Gilles Guérin et Thierry Wils (École des hautes études commerciales)

F. PRIVATION RELATIVE, PROGRAMME D'ACTION POSITIVE, ET SITUATION DE LA FEMME SUR LE MARCHE DU TRAVAIL F. Tougas (École de psychologie, Université d'Ottawa)

G. PROCEDURES FOR MEETINGS AND ORGANIZATIONS M.K. Kerr and H. King (University of Winnipeg)

C. LE PROCESSUS DE LA CONCILIATION Jean Sexton (surveillant) et Luce Charland (Département des relations industrielles, Université Laval)

C. THE PSYCHOLOGICAL HEALTH AND OCCUPATIONAL STRESS OF EPA PILOTS IN A LABOUR DISPUTE M. Girodo (School of Psychology, University of Ottawa)

G. PUBLIC ATTITUDES AND THE CANADIAN ECONOMY Laurier Institute for Business and Economic Studies (supervisor), J. Alex Murray, Lawrence LeDuc (Wilfrid Laurier University)

E. PUBLIC SECTOR COMPENSATION SETTING IN TRANSITION VOLUME 1: SIGNPOSTS; VOLUME 2: COMMENTARY James G. Frank (supervisor) and Robert Du Broy (The Conference Board of Canada)

A. QUEBEC TRADE UNIONS: TOWARDS A NEW INTERNATIONALISM? Andrew F. Johnson (Department of Political Science, Bishop's University)

D. LE RÉGIME JURIDIQUE DE L'ARBITRAGE DES GRIEFS AU QUÉBEC Rodrigue Blouin et Fernand Morin (Département des relations industrielles, Université Laval)

C. LES RELATIONS DE TRAVAIL AU SAGUENAY LAC ST-JEAN Gilles Bergeron (Université du Québec à Chicoutimi)

G. REVENUS ET LANGUES AU CANADA: UNE ANALYSE ÉCONOMÉTRIQUE Gilles Grenier (Département des sciences économiques, Université d'Ottawa)

C. THE ROLE OF COLLECTIVE BARGAINING IN TECHNOLOGICAL CHANGE Thomas R. Knight (supervisor) and David C. McPhillips (Faculty of Commerce and Business Administration, University of British Columbia)

C. THE ROLE OF EMPLOYER ASSOCIATIONS IN COLLECTIVE BARGAINING IN CANADA Alton W.J. Craig (Faculty of Administration, University of Ottawa)

B. THE ROLE OF MANAGEMENT IN INDUSTRIAL RELATIONS Mark Thompson, T. Knight and A. Verma (Faculty of Commerce, University of British Columbia)

C. LES SALARIÉS CONGÉDIÉS ET RÉINTÉGRÉS PAR UN ARBITRE DE GRIEF Jean Sexton (surveillant) et Yvon Bélanger (Département des relations industrielles, Université Laval)

G. THE SECOND EDITION OF THE SYSTEM OF INDUSTRIAL RELATIONS IN CANADA Alton W.J. Craig (Faculty of Administration, University of Ottawa)

B. STRATEGIC MANAGEMENT OF TECHNOSTRESS IN AN INFORMATION SOCIETY Amarjit S. Sethi and Dennis Caro (supervisors), R. S. Schuler (Faculty of Administration, University of Ottawa)

G. STRUCTURE, CULTURE ET INVESTISSEMENT PERSONNEL DANS LES FIRMES À HAUTE TECHNOLOGIE R. Poupart (surveillant) et J.J. Simard (Centre de recherche en gestion, Université du Québec à Montréal)

G. THE STRUCTURE OF LOW-PAYING FIRMS IN MANITOBA Parvin Ghorayshi and P. Dhruvarajon (Department of Sociology, University of Winnipeg)

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